

Los Angeles County Sheriff's Department



Dual Track Career Path

Leroy D. Baca, Sheriff

EXECUTIVE SUMMARY

LOS ANGELES COUNTY SHERIFF'S DEPARTMENT DUAL TRACK CAREER PATH

FEASIBILITY STUDY

DECEMBER 2011

Mission

This feasibility study is in response to a recommendation by Merrick Bobb in 2005, which was presented by Supervisor Don Knabe, County of Los Angeles, Fourth District, to assist the Los Angeles County Sheriff's Department (Department) in finding a remedy to maintain a consistency of sworn personnel in the County of Los Angeles' custody facilities. Sheriff Leroy D. Baca favored the recommendation and requested a feasibility study to explore the concept. As a result, Commander Joseph F. Fennell Jr. spearheaded the project and assembled a consortium of stakeholders. The committee consisted of several bureaus within the Department: Personnel Administration Bureau directed by Captain Kevin Hebert, Bureau of Labor Relations and Compliance headed by Captain Larry Brogan, Recruit Training Bureau led by Captain Robert Esson, the Advocacy Unit directed by Attorney Rick Brouwer, and Custody Division under the direction of Chief Dennis Burns.

Although there are numerous aspects to the dual track career path, this committee focused on its implementation, and addressed the advantages and challenges of the reclassification of the deputy sheriff trainee position. The committee developed a method for sworn personnel, who expressed a desire to remain in the custodial environment, to promote from the deputy sheriff classification through the rank of chief without the necessity to work in Field Operations Regions (Regions). The committee also addressed the concept of creating several additional job classifications in Custody Operations and Correctional Services Divisions; sergeant, lieutenant, captain, commander and chief.

It is the belief of this committee that the dual track career path for sworn personnel will enhance morale, create a stable workforce in Custody Operations and Correctional Services Divisions, and reduce the length of time deputies are assigned to custody who desire to transfer to the Regions.

Background

In 1998, the Department requested and received approval by the California Peace Officers Standards and Training Commission (POST) to implement an innovative job classification involving the deputy sheriff position. Law enforcement personnel who completed an abbreviated curriculum, in accordance with POST mandates, would be afforded the opportunity to gain partial peace officer status. They were assigned to custody facilities, but could not be employed to perform field duties unless accompanied by a full-time deputy sheriff. The State of California changed its laws to accommodate the shift in philosophy led by the Department. Penal Code Sections 830.1(c) and 831.5 were created.

Section 830.1(c) PC allowed the Department to implement the Modified Deputy Program. The program allowed sworn peace officers to work in the Department's custody facilities prior to the completion of their POST mandated academy training. Section 831.5 PC is used by agencies that have non-sworn custodial officers performing tasks related to the operation of a local detention facility.

As a result of the Modified Deputy Program, numerous law enforcement agencies throughout the state of California adopted similar systems to address their recruitment issues in the custody arena.

Modified Deputy Program

From 1997 to 1999, the Department implemented and conducted a Modified Deputy Program to address significant staffing shortages in the Regions and expedite the movement of custody deputies to the patrol arena. These modified deputies completed an abbreviated POST approved academy training course that covered the minimum statutory requirements to work as corrections officers in the Department's custody facilities. They were returned to the academy at a later time to complete the POST approved peace officer training course necessary to obtain their full peace officer status. Although the situation and conditions of employment were explained to the modified deputies, the challenges they faced were very difficult, and some of their experiences were painful.

Due to a multitude of challenges, which included an unexpected financial burden to the County and the Department, the program was terminated in 2002. According to the Administrative Services Division, it cost the Department in excess of \$35 million to completely dispose of the program.

In November 2011, a survey of these deputies was conducted to obtain their overall perception of the program, and identify successes and/or challenges with the program. Their experiences in the modified program may provide insightful knowledge to assist in formulating appropriate recommendations for the dual track career proposal.

A total of 380 of the 405 deputies who participated in the program were reachable for the survey. The participants were informed that their input would remain confidential to encourage honest responses. There were 226 deputies who responded to the survey. The results are attached (*Refer to Modified Deputy Survey, Attachment A, Sections I-VI*).

A majority of the deputies (68 percent) disliked being part of the Modified Deputy Program. They were made to feel “humiliated” and treated as “second-class.” They were subjected to name calling meant to be less than flattering, for example “steputies.” They were not allowed to perform certain jobs, because they were not fully certified by POST as peace officers. Approximately 70 percent of the respondents believed the program was detrimental to their careers.

There was a large percentage (65 percent) of participants in the Modified Deputy Program who believed the program negatively affected their relationships with their co-workers in other job classifications, such as but not limited to, custody assistants, deputies, medical staffers, and supervisors. An even larger percentage (77 percent) claimed they were subjected to openly adverse comments based upon their job title and position as a modified deputy.

When modified deputies were asked if they would recommend re-instituting the program or a similar program, 60 percent said they would not. A smaller percentage (40 percent) believed the program would be satisfactory if applied to a career path in Custody Operations Division.

Agency Comparison

There are a number of sheriff's departments in the state of California that adopted concepts of the Modified Deputy Program. These agencies instituted a functioning dual track career path system. Their motivations to implement the system varied, but some of the reasons included: maintaining a stable workforce in their local detention facilities, cost savings, and reducing the amount of time full-time law enforcement personnel spent assigned in a custodial environment.

Fresno, Kern, Merced, Orange, Riverside, San Bernardino, Santa Clara, San Diego, San Joaquin, Stanislaus, and Tulare County Sheriff's Departments were contacted to obtain information regarding their programs, challenges they encountered since their inception, and an overall assessment of their system. Input was also obtained from the Las Vegas Metropolitan Police Department (LVMPD), which also operates the Clark County Detention System, and is responsible for the housing of its inmates.

The California law enforcement agencies contacted have varied versions of the dual track career path based on the application 830.1(c) and 831.5 of the Penal Code. The Orange County Sheriff's Department has deputies assigned to their custody facilities and patrol stations. The San Bernardino County Sheriff's Department implemented a dual track career system. The deputies worked in custody and were not required to work patrol, but they abandoned the system in 2001, when it became unsustainable. They were unable to maintain the minimum sworn staffing levels required in their field operations without forcing sworn personnel to transfer to patrol who preferred to remain in custody.

The Kern County Sheriff's Department does not assign deputies with full peace officer status to their detention facilities. After successful completion of the academy, sworn deputies are assigned to the Central Receiving facility [similar to our Inmate Reception Center (IRC)], Transportation, and the Courts until they are transferred to patrol. Kern County utilizes detention deputies with limited peace officer status to staff their custodial facilities. They are provided with concealed weapons permits (CCWs), which are causal factors for a multitude of off-duty issues.

The remaining nine California county sheriff's departments contacted have non-sworn corrections officers/deputies working in their custody facilities. Seven of the departments, along with LVMPD, utilize non-sworn corrections officers/deputies, and give them peace officer status only while on-duty. Two Sheriff's Departments (Riverside and San Joaquin) do not grant their non-sworn corrections deputies peace officer powers at any time. (*Refer to Agency Comparison Matrix, Attachment B*).

Pay Differential

All the California agencies contacted, except Tulare and Kern County Sheriff's Departments, have pay differentials between the corrections officer or patrol deputy ranging between 5 and 28 percent. Of the 11 California agencies surveyed, 9 have career paths for their custodial personnel from the rank of lieutenant through chief. Orange and San Bernardino County Sheriff's Departments do not have career paths for their sworn custodial personnel.

Advantages

All of the agencies contacted expressed positive and negative issues with implementing the programs. The primary factors driving the implementation of their programs were the need to reduce costs and to expedite sworn personnel to patrol in an effort to fill vacancies. The advantages and challenges noted by the agencies are shown in Attachment B. Listed below is a summary of the results of the survey.

Fresno County Sheriff's Department

- Inception of program 1972
- Career path for detention deputy sheriff (non-sworn) through the rank of captain
- Pay differential of 8 percent for deputy sheriffs (sworn)

Kern County Sheriff's Department

- Inception of program 2004
- Career path for detention deputy sheriff (non-sworn) through the rank of commander
- Pay differential of 18.5 percent for deputy sheriffs (sworn)

Merced County Sheriff's Department

- Inception of program late 1970's
- Career path for correctional officer (non-sworn) through the rank of commander
- Pay differential of 10 percent for deputy sheriffs (sworn)
- Parity in pay at the rank of sergeant

Orange County Sheriff's Department

- Inception of program 2000
- Deputy sheriffs (sworn) have the option to remain in custody
- Pay differential of 5 percent for patrol trained deputy sheriffs

Riverside County Sheriff's Department

- Inception of program 1994
- Career path for correctional deputy sheriff (non-sworn) through the rank of chief
- Pay differential of 28 percent for deputy sheriffs (sworn)
- Same union

San Bernardino County Sheriff's Department

- Program existed from 1997 to 2001
- Deputy sheriffs (sworn) work in their custody facilities
- Pay differential of 5 percent for patrol trained deputy sheriffs

San Diego County Sheriff's Department

- Inception of program 1998
- Career path for detention deputy sheriff (non-sworn) through the rank of commander
- Pay differential of 19.5 percent for deputy sheriffs (sworn)
- Parity in pay at the rank of lieutenant

San Joaquin County Sheriff's Department

- Inception of program 2004
- Career path for detention deputy sheriffs (non-sworn) through the rank of captain
- Pay differential of 22 percent for deputy sheriffs (sworn)

Santa Clara County Sheriff's Department

- Inception of program 2010
- Career path for correctional deputy sheriff (non-sworn) through the rank of chief
- Pay differential of 15 percent for deputy sheriffs (sworn)
- Parity in pay at rank of chief

Stanislaus County Sheriff's Department

- Inception of program 2007
- Career path for correctional deputy sheriff (non-sworn) through the rank of captain
- Pay differential of 10 percent for deputy sheriffs (sworn)

Tulare County Sheriff's Department

- Inception of program 2005
- Career path for corrections deputy sheriff (non-sworn) through the rank of lieutenant
- Pay differential of 5 percent for deputy sheriffs (sworn)

Challenges

Tulare County Sheriff's Department was the only agency that did not experience challenges as a result of the implementation of the dual career track system. The challenges the other agencies surveyed included: substantial increase in costs related to operating separate academies for the two job classifications, the need to deal with multiple unions, and the development of a caste system between personnel groups that did not exist prior to the implementation of the program.

Fresno County Sheriff's Department

- Created a caste system
- Separate unions
- Pay differential of 8 percent for detention deputy sheriffs
- They are considering termination of the program

Kern County Sheriff's Department

- Detention deputy sheriffs have peace officer powers only while on-duty only
- Sworn deputy sheriffs must be patrol trained to promote to sergeant
- Separate academies

Merced County Sheriff's Department

- Created a caste system
- Separate academies
- Separate unions
- Pay differential of 10 percent for correctional officers

Orange County Sheriff's Department

- No career path for Deputy Is (limited to positions within Custody Division and Court Services)
- Deputy sheriffs work in custody for five to six years before transferring to patrol
- Pay differential of 5 percent for deputy sheriff's assigned to custody

Riverside County Sheriff's Department

- Program not as cost effective as previously believed
- Thirty-five percent of custody vacancies are filled by sworn personnel due to a shortage of correctional deputy sheriffs
- No parity in pay
- Deputy sheriffs assigned to custody are mandated to remain for a minimum of three years
- Correctional deputy sheriffs have requested CCWs
- Unable to maintain a mobile field force during emergencies
- Separate academies

San Bernardino County Sheriff's Department

- No career path for Deputy I (custody)
- Must go to patrol to promote to Deputy II
- Deputies shall successful pass written examination to qualify for patrol
- Union lost members in the conversion to the dual track career program
- Deputy sheriffs no longer desired to transfer to patrol
- Department lost some deployment capabilities during state of emergencies
- System became unsustainable (not enough deputies expressed a desire to transfer to patrol)
- Department implemented Rule 173 (same as our 214 rule) in 2009, to restore balance and force deputy personnel to transfer to patrol

San Diego County Sheriff's Department

- Loss of promotional opportunities for deputy sheriffs
- Lowered morale among deputy sheriffs
- Created a caste system
- Limited movement for detention deputy sheriffs in preferred positions
- Separate academies
- Pay differential of 19.5 percent for detention deputy sheriffs

San Joaquin County Sheriff's Department

- No parity in pay
- Pay differential of 22 percent for detention deputy sheriffs
- Separate academies

Santa Clara County Sheriff's Department

- Separate hiring processes
- Separate academies
- Correctional deputy sheriffs must return to the academy for an additional two weeks to receive on-duty certification to carry firearms
- Pay differential of 15 percent for correctional deputy sheriffs

Stanislaus County Sheriff's Department

- No deputy sheriffs assigned to Correctional Division
- No parity in pay
- Separate unions
- Deputy sheriffs assigned to patrol respond to custody facilities for crime reports.

Tulare County Sheriff's Department

- Only agency with no complaints about their system

Las Vegas Metropolitan Police Department

LVMPD is somewhat unique compared to the other agencies surveyed in that it is a municipal police department headed by the County Sheriff, who also operates the County's corrections system. In the 1970's, they implemented a two-tier system. Their corrections system is completely separate from their Field Operations. There is a career path for corrections personnel through the rank of deputy chief. As the result of a consent decree, there is parity in pay at all ranks. Both are sworn positions, although corrections officers only have police officer status while on-duty.

The correctional personnel that desire to work patrol must re-apply for the full peace officer position with the Department. There are no full-time peace officer personnel working in the corrections system. There is a clear divide between patrol and corrections officers. A caste system developed, even though they share the same union, salary parity, and similar benefits.

Lieutenant /Sergeant Questionnaire regarding Adoption of Dual Track Career Path

In an effort to obtain input from our supervisory personnel to assess the viability of adopting a dual track career path, Department supervisors were queried about their perceptions concerning the Department's consideration of such a system for sworn personnel in Custody Operations Division and Field Operations. The target group for the query consisted of 365 lieutenants and 1,284 sergeants. A total of 264 lieutenants (72.3 percent) and 794 sergeants (61.8 percent) participated in the voluntary survey.

Each participant in the survey was informed that their input would remain confidential, unless indicated otherwise, to encourage honest and straightforward responses. Respondents were provided an explanation as to what comprised patrol and custody positions. For the purpose of the questionnaire, custody was defined as any position within Custody Operations and Correctional Services Divisions. All other positions, including administrative, special assignment, and Court Services Division, were considered patrol. The survey was comprised of multiple choice questions and a comment section.

A total of 82 percent of custody supervisors said they would not choose to permanently remain in custody if provided the opportunity. This group was then asked if their decision would change if they were able to permanently remain in custody as a supervisor, and have a custody promotional career path available through the rank of chief; 80 percent responded "No," and 20 percent responded "Yes." Overall, 34 percent of the custody lieutenants and sergeants surveyed would remain in custody with or without promotional incentives.

The results from patrol supervisors were similarly decisive. A total of 96 percent said they would not return to custody for the remainder of their careers if provided the opportunity. This group was then asked if they would return to custody as a supervisor if a promotional career path was available through the rank of chief; 84 percent responded "No," and 16 percent responded "Yes." Overall, approximately 19 percent of lieutenants and sergeants surveyed stated they would return to custody with or without promotional incentives. The overwhelming majority of supervisors in custody and patrol who responded would not choose to remain in custody for the remainder of their careers.

The supervisors were asked if there should be a pay differential between custody and patrol supervisors. Nearly two-thirds (64 percent) of the supervisors felt that persons working *career positions* within custody should be paid less than those working *career patrol positions*. A little over one-third (35 percent) believed pay parity is appropriate.

One of the supervisors' concerns regarding a dual track career path was the importance of the custody experience for new deputy sheriffs. They emphasized how it contributed to the development of a well-rounded peace officer and distinguished the Department from other law enforcement agencies. A few supervisors expressed a desire to maintain the patrol requirement for sworn personnel, and also the ability to choose custody or patrol assignments throughout their careers. Additionally, supervisors expressed concerns regarding Department deployment limitations during large scale/emergent situations, such as natural disasters and civil disturbances, if the

Department re-adopted the modified deputy program. Some believed the system would create a divide between Department members and patrol supervisors would be disdainful of their custody counterparts. A small group believed there should be a rank structure for custody assistants rather than for sworn personnel.

There were more supervisors who supported a dual track career path for sworn personnel than those who opposed it. Approximately 45 percent believed it would have a positive effect on the Department, while 29 percent felt it would have a negative impact. (*Refer to Supervisors Survey, Attachment C, Sections I-VI*).

Concept

The following proposal was developed as a result of Sheriff Baca's vision to create a career path for sworn personnel in Custody Operations Division, which will improve stability and tenure to the workforce, along with ensuring a greater quality of service to the County's custody environment.

The Department would create a career path for deputies who prefer to work in a custody environment for their entire career. The current deputy sheriff position would remain the same, and without abolishing the 214 policy, deputies would be permitted to submit annual/unlimited extensions.

The following positions would be created to provide a career path for deputies in Custody Operations Division, and selected assignments within Correctional Services Division (Inmate Reception Center and Custody Support Services):

- Custody Sergeant
- Custody Lieutenant
- Custody Captain
- Custody Commander
- Custody Chief

Situation

I. Application, Hiring Process, and Requirements

The current application, hiring process, and requirements for the deputy sheriff trainee position would remain the same. (*Refer to Deputy Sheriff Trainee Job Bulletin, Attachment D, Sections I-IV*)

A check box section would be added to the application so the applicant could indicate their career preference to work either custody or patrol. The applicant's hiring process would be expedited for either career path selection depending on the Department's vacancies and needs. After being hired, the deputy could change their preference for work assignment, at any time, until they choose their promotional path.

II. Academy Training

The 20-week academy training course will remain the same and all deputy sheriff trainees will be full-time peace officers pursuant to 830.1 PC.

III. Deputy Assignments

The eligible register resulting from this examination will be used to fill vacancies in the Department's Custodial (Jail) Facilities, including the North County area, Courts and Sheriff's Stations.

After successfully graduating from the academy, deputies will initially transfer directly into Custody Operations or Correctional Services Divisions. Deputies who want to remain in either custody assignment will be allowed to remain, and those who desire to transfer to the Regions will submit their transfer requests for six patrol stations. If a deputy desires to work in Custody Operations or Correctional Services Division after they successfully complete the patrol training program, they can submit a transfer request. All transfers will be based on Department seniority.

When there are no longer vacancies in Custody Operations or Correctional Services Divisions, deputies will transfer directly to the Regions upon successful completion of the academy training course.

Deputies who do not successfully complete patrol training within their probationary period, and there are no vacancies in Custody Operations or Correctional Services Divisions, will be afforded the opportunity to demote to another job classification where vacancies exist, or become subject to discharge based upon executive discretion.

IV. Deputy Salary

The monthly entry level deputy sheriff salary would remain the same. Deputies who choose to remain in custody without transferring to patrol will reach their maximum level of pay at Step 6. Deputies who are patrol certified will attain Step 7. (Refer to Deputy Sheriff Salary Schedule, Attachment E).

V. Promotional Process Requirements

Sergeant Job Classification

Option I: Three years of paid experience beyond the completion of the probationary period as a deputy sheriff in the Department. Applicants currently employed as a Los Angeles County deputy sheriff who were placed on the sixth step of the salary range prior to June 2, 1982, will be accepted.

Prior to appointment, all candidates must successfully complete the Sheriff's Department's pre-patrol assignment and Six-Phase Patrol Training programs. Employees may file for this examination if they were appointed to deputy sheriff generalist on or before April 25, 2007.

Option II: Currently hold the payroll title of deputy sheriff -AND- previously held a permanent status as a sergeant, Los Angeles County Police or higher. Prior to appointment, all candidates must successfully complete the Department's pre-patrol assignment and Six-Phase Patrol Training programs.

Special Requirement Information:

Option I: To qualify under this option, applicants must have held the County position of deputy sheriff for the required time. No out-of-class experience will be accepted.

Option II: To qualify under this option, applicants must have held the County position of sergeant, Los Angeles County Police or higher. No out-of-class experience will be accepted.

Withhold information: Permanent employees who have completed their initial probationary period and hold a qualifying payroll title may file for this examination if they are within six (6) months of meeting the experience requirements by the last day of filing. However, their names will be withheld from the eligible list until the qualifying experience is met.

Option III: Deputy sheriffs with either five years of experience on the Department working in Custody Operations Division, select assignments in Correctional Services Division, or one year past successful completion of patrol training in the Regions would be eligible to take the sergeant's promotional examination. (Refer to Sergeant's Promotional Bulletin, Attachment F for Sections IV-VII).

Lieutenant Job Classification

Two years paid experience with the permanent rating of sergeant in the Department.

Applicants who expect to qualify must have held the payroll title of sergeant for the required period. Applicants, who have successfully completed their probationary period and are within six months of completing the experience requirement by the last day of filing, may apply. However, their names will be withheld from the eligible list until the qualifying experience is met. (Employees may file for this exam if they were appointed to sergeant on or before October 23, 2008). No out-of-class experience will be accepted. The application requirements will remain the same. (Refer to Lieutenant's Promotional Bulletin, Attachment G for Sections IV-VII).

VI. Promotional Examination

Sergeant Job Classification

The examination will consist of three (3) components: A written test (weighted 35 percent), a structured interview (weighted 35 percent), and an Appraisal of Promotability (weighted 30 percent).

Part I – The WRITTEN TEST will assess the knowledge required for performing the duties of a sergeant.

A portion of the written examination will utilize reference material, which will be provided to each candidate during the test administration.

Currently, the promotional examination consists of a combination of patrol and custody related questions. However, the questions are more heavily focused on job functions that deal with the patrol assignment.

If the Department develops separate supervisory items for custody and patrol, there are some important implications for the promotional examinations to be considered.

Several options for future promotional examinations are delineated below:

Option 1: Develop an examination with three different job knowledge sections. Part A questions would focus on custody policy and procedures. Part B would contain questions regarding the Manual of Policy and Procedures. Part C would focus on patrol related questions.

Custody candidates would take Part A. Custody and Patrol candidates would take Part B. After the custody candidates are dismissed, patrol candidates would take Part C. Eligible candidates that applied to both positions would take each section (A, B, & C).

Option 2: Develop two different job knowledge examinations, one that focuses exclusively on patrol and the other that focuses exclusively on custody.

Option 3: Develop one job knowledge examination with different weights on different test sections. The weights would be applied differently depending on the job for which candidates are applying. For example, the custody knowledge section on the test would be weighted more for candidates who apply for the custody sergeant position. On the other hand, the same custody knowledge section would weigh less for candidates applying for the patrol sergeant position. If a candidate applied for custody and patrol positions, he/she will end up with two different written test scores, and possibly in different bands on each certification list. (Refer to Testing Considerations, Attachment H, Options I-III).

Part II – The STRUCTURED INTERVIEW will assess the knowledge, skills, and abilities necessary for performing the duties of a sergeant.

Deputies seeking a career path in the Regions would have a combination of questions regarding custody and patrol policies, procedures, and tactics.

There would be separate structured interviews for each career path. The first week of interviews would be for sworn personnel who desire a career path in custody, and the second week for those who desire to work in the Regions.

Part III – The APPRAISAL OF PROMOTABILITY will evaluate a candidate's potential for performing the duties of a sergeant.

Only those candidates who pass the written test with a score of 70 percent or higher will proceed to the structured interview and Appraisal of Promotability components of this examination. Candidates must achieve an overall passing score of 70 percent or higher in order to be placed on the eligible list.

The Appraisal of Promotability component would remain the same.

Part IV – At the conclusion of the promotional examination process, two certification lists will be promulgated. One certification list will be composed of candidates who took Parts A and B of the sergeant's written examination, and another list of candidates who took Parts B and C.

A candidate who was eligible to take both sections of the examination could be placed on both certification lists, but different Bands depending on their combined score in Part A and B; and their combined score in Part B and C. (Refer to Sergeant's Promotional Bulletin, Attachment C).

Lieutenant Job Classification

This examination will consist of three (3) components: a written test (weighted 35 percent); an Appraisal of Promotability (AP) (weighted 30 percent) and a structured interview (weighted 35 percent).

Part I - The WRITTEN TEST will assess the knowledge required for performing the duties of a lieutenant.

A portion of the written test will utilize reference material which will be provided to each candidate during the test administration.

Currently, the promotional examination consists of a mix of patrol and custody related questions. However, the questions are more heavily focused on job functions that deal with the patrol assignment.

If the Department develops separate supervisory items for custody and patrol, there are some important implications for the promotional examinations to be considered.

Several options for future promotional examinations are delineated below:

Option 1: Develop an examination with three different job knowledge sections. Part A questions would focus on custody policy and procedures. Part B would contain questions regarding the Manual of Policy and Procedures. Part C would focus on patrol related questions.

Custody candidates would take Part A. Custody and Patrol candidates would take Part B. After the custody candidates are dismissed, patrol candidates would take Part C. Eligible candidates that applied to both positions would take each section (A, B, & C).

Option 2: Develop two different job knowledge examinations, one that focuses exclusively on patrol and the other that focuses exclusively on custody.

Option 3: Develop one job knowledge examination with different weights on different test sections. The weights would be applied differently depending on the job for which candidates are applying. For example, the custody knowledge section on the

examination would be weighted more for candidates who apply for the custody lieutenant position. On the other hand, the same custody knowledge section would weigh less for candidates applying for the patrol lieutenant position. If a candidate applied for custody and patrol positions, he/she will end up with two different written examination scores, and possibly in different bands on each certification list. (Refer to Testing Considerations, Attachment H, Options I-III).

Only those candidates receiving a passing score on the written test component will proceed to the Appraisal of Promotability and structured interview components of this examination. Candidates must achieve an overall passing score of 70 percent or higher in order to be placed on the eligible list.

Part II - The APPRAISAL OF PROMOTABILITY will evaluate a candidate's potential for performing the duties of a lieutenant.

The Appraisal of Promotability component will remain the same.

Part III - The STRUCTURED INTERVIEW will assess the knowledge, skills, and abilities necessary in performing the duties of a lieutenant.

There would be separate structured interviews for each career path. The first week of interviews would be for sworn personnel desiring a career path in custody, and the second week for those desiring to work in the Regions.

Part IV – At the conclusion of the promotional examination process, two certification lists will be promulgated. One certification list will be composed of candidates who took Parts A and B of the lieutenant's written examination, and another list of candidates who took Parts B and C.

A candidate who was eligible to take both sections of the examination could be placed on both certification lists, but different Bands depending on their combined score in Part A and B; and their combined score in Part B and C.

VII. Career Advancement

Sergeant and Lieutenant Job Classifications

Vacancy Information: The eligible list resulting from this examination will be used to fill vacancies throughout the Department.

Sergeant Job Classification

Sworn personnel who choose a career path in custody and do not meet the qualifications to work in the Regions must remain in Custody Operations or Correctional Services Divisions regardless of their supervisory classification.

Deputies who successfully complete one year past patrol training would be able to promote to any sergeant supervisory position on the Department based on their Banding on either sergeant certification list. If a patrol trained deputy promotes to a supervisory position within Custody Operations or Correctional Services Division, they must remain there unless they are awarded with another promotion.

Lieutenant Job Classification

Sergeants and lieutenants who choose a career path in custody, and do not meet the qualifications to work in the Regions, must remain in Custody Operations or Correctional Services Divisions regardless of their supervisory classification.

Sergeants who are patrol certified would be able to promote to any lieutenant supervisory position on the Department based on their Banding on either lieutenant certification list. If a patrol trained sergeant promotes to a lieutenant position within Custody Operations or Correctional Services Division, they must remain there unless they are awarded with another promotion.

VIII. Sergeant and Lieutenant Salary

Sergeants and lieutenants who are non-patrol certified would receive entry level pay for their respective positions and would only be able to reach a maximum level of pay at Step 5. Sergeants and lieutenants who are patrol certified will be able to reach a maximum level of pay at Step 6. (Refer to sergeant and lieutenant Salary Schedule, Attachments I and J).

IX. Captain Salary

The criteria for the promotional process for the rank of captain will remain unchanged. There would be parity in pay at the rank of captain.

X. Commander Salary

The criteria for the promotional process for the rank of commander will remain unchanged. There would be parity in pay at the rank of commander.

XI. Chief Salary

The criteria for the promotional process for the rank of chief will remain unchanged. There would be parity in pay at the rank of chief.

XII. Projections

Deputy Sheriffs

There are approximately 8,169 budgeted deputy sheriff generalist (DSG) items in the Department. Currently there are 827 budgeted DSG vacancies. Depending on a multitude of unforeseen variables, it would take approximately seven to ten years to staff Custody Operations Division with sworn personnel who desire a permanent career path in custody, and reduce the length of time to less than two years for deputies who desire to transfer to patrol.

The approximate DSG annual rate of attrition is estimated at 325. If the Department conducted seven academy classes with 80 recruits per class, and factored in an attrition rate of 25 percent, the Department can anticipate graduating approximately 448 DSGs per year. If 30 percent of those graduates select a career path in custody, that would be equivalent to an average of 133 deputies per year that would remain in Custody Operations and Correctional Services Division.

Using those rough estimates to calculate and forecast the Department's future sworn personnel model, the Department will obtain a net gain of 123 DSGs per year. In seven years, utilizing basic mathematics, the Department should attain a net gain of 861 DSGs, which will accomplish the goal of filling the deputy sheriff's job classification.

Custody Assistants

There are currently 986 budgeted Custody Assistant (CA) items in Custody Operations Division and 73 CA vacancies. The annual rate of attrition for CAs is estimated at 52, approximately 4 per month. Another 10 percent of the CAs will promote to DSTs, which equates to about 90 per year. Annually, approximately 150 CAs will leave the Department due to regular attrition, promotions, and other unforeseen circumstances.

Therefore, it will be necessary for the Department to remain aggressive and vigilant in its efforts to fill CA vacancies.

Advantages

- Current entry level examination process, background process, and academy training would remain unchanged
- No impact to training
- Improve stability and tenure in the custodial environment
- Reduce the length of time for sworn personnel to transfer to patrol
- Job analysis can be completed, quantified and validated by Test Development Unit in a shorter time period, as opposed to outsourcing the analysis.
- Continued sworn personnel deployment flexibility
- Enhanced morale
- No additional Bowman issues are anticipated

Improve stability and tenure in the custodial environment

Deputies who choose to work in a custodial environment will have a sense of pride, investment, and empowerment to affect positive change. As result of the ensuing stability and tenure, a respect-based learning and working environment will be created for deputies and inmates in the custodial community.

Non-coveted specialized positions will have a mandatory three-year rotation to allow deputies to gain a broader variety of career opportunities. Additionally, it will provide deputies assigned to custody with greater job knowledge, experience, and expertise, which will enhance their skills and abilities.

Reduce the length of time for sworn personnel to transfer to patrol

The length of time in custody for deputies who choose to transfer to patrol will be significantly reduced over the next 7 to 10 years. With extensions, deputies are currently working in a custodial environment for 5 to 14 years prior to transferring to patrol, depending on the patrol station requested. By providing a custody career path, deputies who desire to work patrol will be able to transfer to the Regions within 2 to 3 years. *(Refer to Average to Patrol Matrix, Attachment K).*

Ultimately, when Custody Operations and Correctional Services Divisions vacancies are filled, academy graduates will transfer directly to the Regions.

Cost savings unknown

The cost savings has not yet been determined. However, there is the probable factor of the supervisor/subordinate salary issues, which could impact potential any cost savings. *(Refer to challenges).*

Current testing, background, and academy training remains unchanged

Applicants are applying for the position of deputy sheriff trainee, and those who successfully complete the academy training will all be full-time peace officers pursuant to 830.1 PC.

No impact to training

Training for deputy sheriffs will remain the unchanged whether they are assigned to Custody Operations or Correctional Services Divisions, or a Region. The Sergeant's Supervisory School will also remain unchanged. Additionally, custody sergeants will attend Custody Operations Division Orientation for New LASD supervisor training, and patrol sergeants will still attend Field Operations School.

Job analysis can be completed in a shorter time period, is more cost effective, and can be quantified and validated within the Department

The job analysis must be completed for the ranks of custody sergeant through custody commander because there is a testing component as a requirement prior to appointment, whether it is a formal examination or Appraisal of Promotability. The job analysis can be completed within the Department by the Personnel Administration Bureau's Test Development Unit; therefore, it will be expedited and less expensive. The peace officer status will not change, only the supervisory job classifications specific to custody.

Continue to have deployment flexibility

All deputy sheriffs will have full peace officer status, which will allow for continued flexibility in deployment during state or county emergencies.

Morale

It is anticipated that morale would remain balanced for sworn personnel. Deputies who choose to remain in custody are afforded a career path without the necessity to transfer

to the Regions. Those deputies will have a sense of pride, investment, and empowerment to affect positive change in the custody community.

Deputies who choose to transfer to patrol will have a minimal stay in a custody assignment, and can choose a career path in any Region.

No additional Bowman issues are anticipated

The deputy sheriff position remains unchanged pursuant to the penal code, and no new position is created; therefore, no additional Bowman issues are anticipated.

The Department will need to maintain its standards and practice of hiring females to maintain an equitable balance in Field Operations and Coveted Positions. If a need surfaced for additional females to work Field Operations and/or occupy a percentage of Coveted Positions, the Department must focus its recruitment efforts toward hiring females desiring employment in Field Operations.

An increase in the percentage of females that choose a career path in Custody Operations Division is anticipated. Therefore, an increased number of sworn females will work in custody facilities, which house predominantly male inmates. It is unknown whether this will have a positive or negative impact on force related incidents.

Challenges

- Reconciling Supervisor/Subordinate salary
- When Custody Operations and Correctional Services Divisions' sworn vacancies are filled, it will place a mandate on the Department to seek candidates who desire employment in Field Operations
- ALADS/POPA

Reconciling Supervisor/Subordinate salary

A potential drawback is caused when tenured custody deputies are supervised by a less tenured supervisor. This will create salary supervisor/subordinate issues, since deputies will be eligible to promote after five years of service on the Department. For example, a newly appointed custody sergeant with five years of experience could supervise a 30 year tenured deputy who receives longevity pay. The Department may incur a significant financial impact.

Currently, there are only 11 supervisors in Detective Division and Field Operations receiving bonuses as a result of the supervisor/subordinate issue. The total monthly additional salary cost for those positions is \$6,093.89, with an annual cost of \$73,126.68. (*Refer to Salary Comparison, Attachment L*).

When Custody Operations and Correctional Services Divisions' sworn vacancies are filled, it will place a mandate on the Department to seek candidates who desire to work the Regions

In approximately seven and ten years, when the sworn vacancies in Custody Operations and Correctional Services Divisions are filled with personnel who desire a career path in custody, it will be essential for Personnel Administration Bureau to recruit applicants desirous of a career in the Regions. These candidates must be mentally prepared to transfer directly to the Regions following successful completion of their academy training.

It is anticipated that Field Operations Region II and III will not be affected by this new proposal. However, Field Operations Region I, particularly Lancaster, Palmdale, and Malibu/Lost Hills Sheriff's Stations, could potentially confront challenges maintaining their sworn personnel staffing levels due to the travel distance of the communities in which deputies and potential applicants reside. As a resolution, the Commander Management Task Force would recommend implementation of at least two North County academy classes per year to assist in maintaining the appropriate sworn personnel staffing levels in Field Operations Region I.

ALADS/POPA

On January 12, 2012, Commander Joseph Fennell, Jr., Lieutenants Ruthie Daily and Kerry Carter, and Sergeant David Randall of the Commander Management Task Force met with ALADS. During the informational meeting with ALADS Board representatives, they were emphatic that every deputy sheriff should be required to work a Field Operations assignment, even though they were shown the survey results that one-third of their members prefer to remain in custody.

On January 25, 2012, Commander Fennell met with an abbreviated version of ALADS Executive Board and members of the ALADS deputy working group to discuss the intricacies of the dual track career proposal. Members of the working group seemed favorable and expressed satisfaction with the flexibility of the deputy sheriff position in the proposal.

On January 17, 2012, an informational meeting was held with PPOA Executive Board representatives. They did not specify any major concerns regarding sworn supervisor positions, however, they expressed concern for the evolution of the CA position. The Board representatives requested an analysis of a limited career path for the CA position, such as Bonus I training CA positions at each facility. The number of Bonus I training positions will be based upon the size of the CA personnel model at the respective facilities.

Additionally, they were alarmed because the proposal did not address any enhancements for the CA position. It's feared by POPA that if the CAs are not offered a career path it may cause a division among the CA members. An unknown number of CAs might attempt to influence other members to explore the option to align themselves with a more custody-centric union, such as the State prison guards union (CCPOA), which in the past has shown an interest in recruiting the CA population.

It should be noted that Paul Croney, represented the County Chief Executive Office, Employee Relations Unit during all of the aforementioned informational sessions.

Conclusion

If this proposal is accepted, the cost savings, if any, to the County and the Department is unknown. A potential drawback is caused by tenured custody deputies being supervised by a less tenured supervisor. This will create salary supervisor/subordinate issues, because custody deputies will be eligible to promote after five years of service on the Department. As previously explained, a custody sergeant with five years of experience could possibly supervise a 30-year tenured deputy sheriff, who receives longevity pay. The County and the Department may incur financial impact.

It is anticipated that within the next three years, if the Department's general budget remains stable, deputy sheriffs who desire to transfer to the Regions will experience a drastic reduction in their time spent assigned to Custody Operations or Correctional Services Divisions.

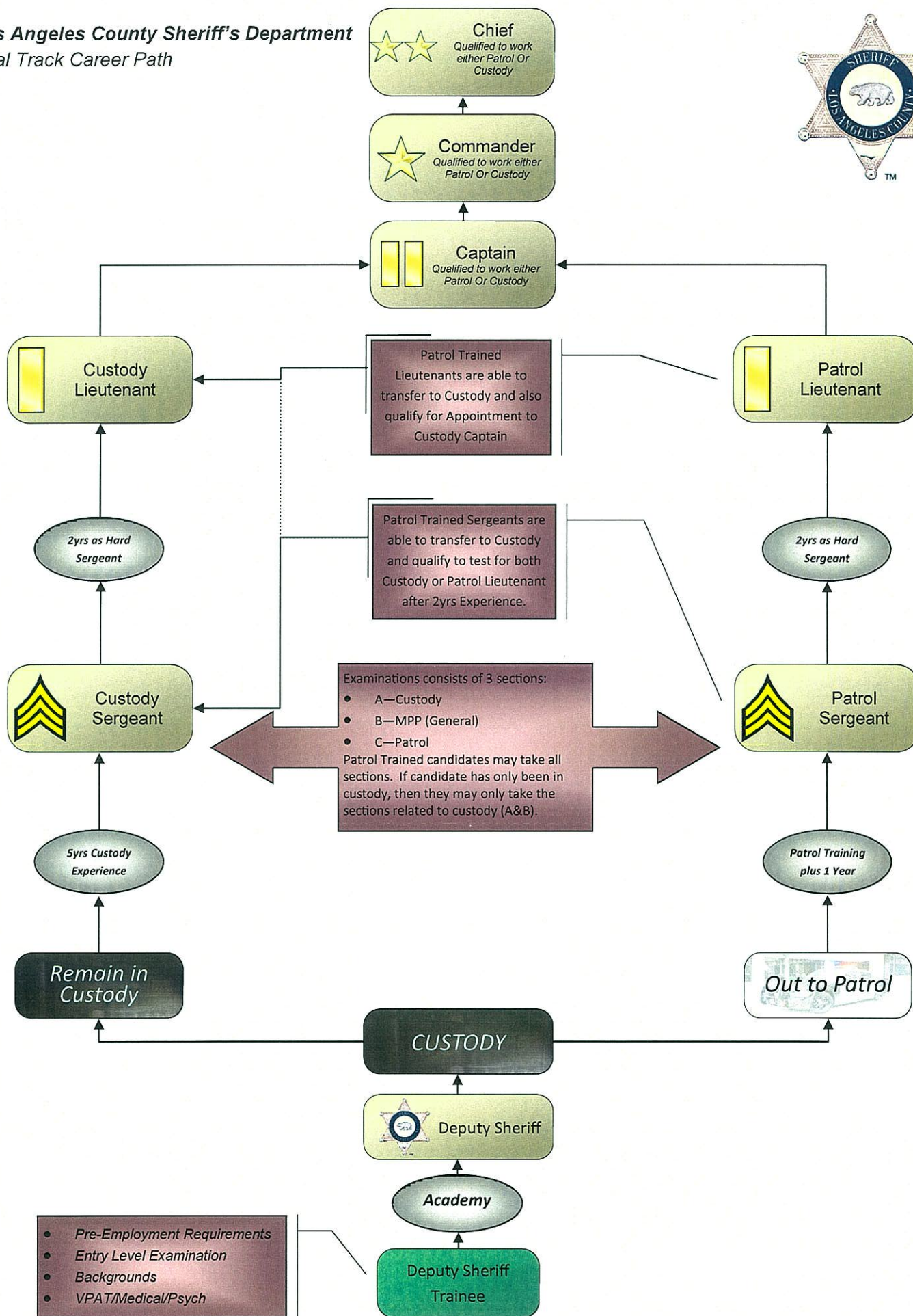
Another potential issue that could surface is the fact that deputies who choose a career path in custody, and are non-patrol trained, must remain in Custody Operations or Correctional Services Divisions regardless of their supervisory classification. It is anticipated that custody supervisors (sergeants and/or lieutenants) will challenge this protocol and seek to expand their career opportunities in supervisory positions other than Custody Operations or Correctional Services Divisions. The committee is working feverishly with the Advocacy Unit to draft language to negate this issue.

Recommendations

If this proposal is implemented, it is recommended that the Department sanitize Court Services Division of any non-patrol trained sworn personnel. It is also recommended to discontinue the practice of transferring deputies directly from the academy to these assignments to supplement vacancies.

As previously mentioned, non-patrol trained personnel are limited to job classifications within the custody environment, regardless of their rank.

It can be argued that some form of this study is a logical solution to providing a better quality of service in the County's custody environment. Law enforcement personnel assigned to these facilities will have a greater vested interest in their careers. As deputies gain tenure, they will implement critical Departmental philosophies, such as respect-based communication and respect-based force. The dual track career path will assist in advancing the Sheriff's mission of making our custodial facilities a safe and secure learning environment for both the Department personnel and the inmates housed in our care.





LOS ANGELES COUNTY SHERIFF

DUAL TRACK CAREER PATH

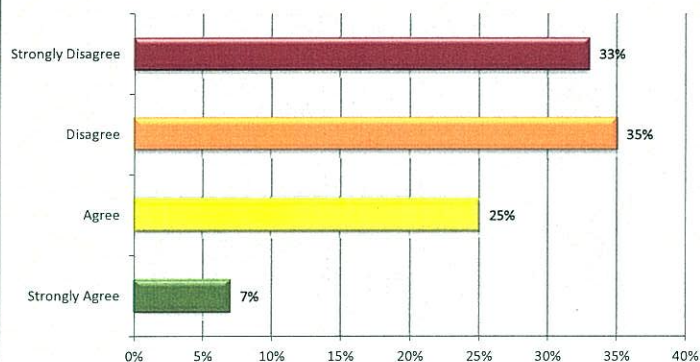
Modified Deputy Survey



380 MODIFIED DEPUTIES WERE CONTACTED AND 260 RESPONDED

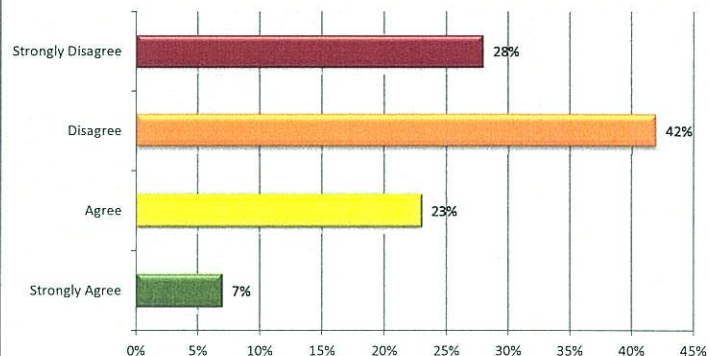
SECTION I

I enjoyed being part of the Modified Deputy Program.



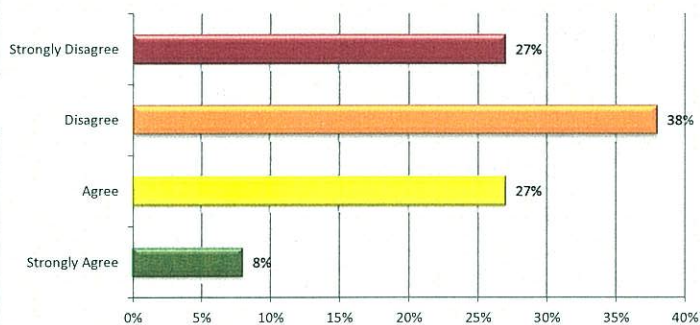
SECTION II

Being part of the Modified Deputy program has had a positive impact on my career.



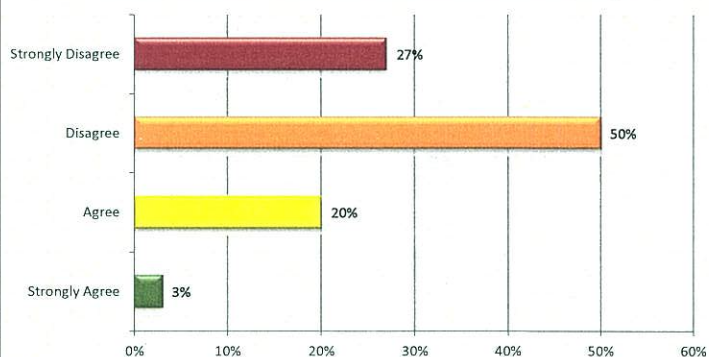
SECTION III

Being a Modified Deputy did not affect my relationship with CA's, regular deputies, nor supervisors.



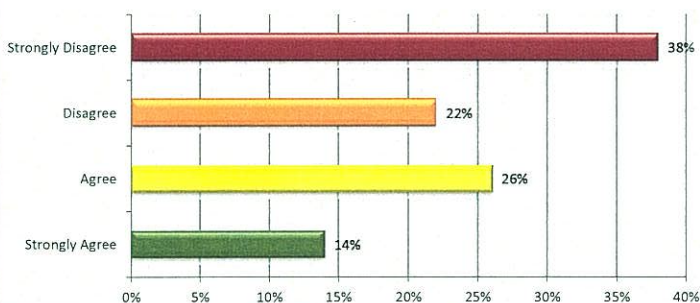
SECTION IV

I was never the subject of any adverse comments based upon my position as a modified deputy.



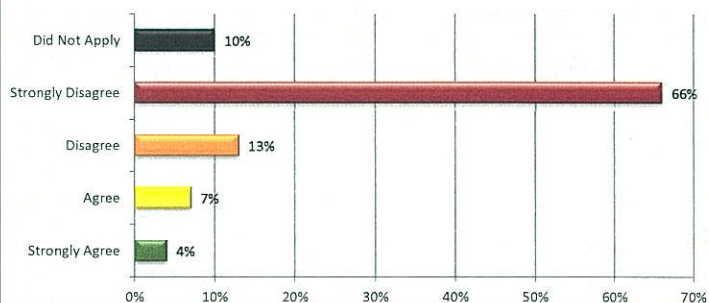
SECTION V

I would recommend the Department again implement the Modified Deputy Program, designed to allow deputies to have a career Custody Deputy position.



SECTION VI

I would have taken the option of a career custody deputy position instead of completing my POST certification through enrollment in an additional academy, if available.



LOS ANGELES COUNTY SHERIFF

AGENCY COMPARISON

DEPARTMENT / AGENCY	TWO TIER SYSTEM (830.1/830.1c)PC		P.O. Status On Duty Only		Non-Sworn		PAY DIFFERENTIAL?		CAREER PATH?		PROS	CONS
	Y	N	Y	N	Y	N	Y	N	Y	N		
ORANGE COUNTY SD	X			X		X	X			X	<ul style="list-style-type: none"> *PROGRAM IN PLACE SINCE 2000 *DEPUTY I (CUSTODY) AND DEPUTY II (PATROL) *PAY DIFFERENTIAL OF FIVE PERCENT FOR DEPUTY II *DEPUTY II'S HAVE SUCCESSFULLY COMPLETED PATROL TRAINING AND BEEN IN THE FIELD FOR ONE YEAR *DEPUTY II'S HAVE OPTION TO REMAIN IN CUSTODY FOR THEIR CAREER *ALL DEPUTIES ATTEND THE SAME SIX MONTH ACADEMY *ALLOWS FASTER MOVEMENT TO PATROL *ALL DEPUTIES START IN CUSTODY *CORRECTIONAL DEPUTIES CAN MOVE TO PATROL VIA TRANSFER (CURRENT DEPUTY II'S) OR PROMOTION TO DEPUTY II *ONLY PATROL TRAINED PERSONNEL CAN PROMOTE 	<ul style="list-style-type: none"> *NO CAREER PATH FOR THE CUSTODY SERVICES ASSISTANT OR DEPUTY I POSITIONS. *YOU MUST BECOME A PATROL TRAINED DEPUTY II TO PROMOTE *DEPUTIES ARE CURRENTLY WAITING FIVE TO SIX YEARS TO GO OUT TO PATROL *UNIONS ARE SUING TO RECOVER JOBS LOST TO THE CUSTODY SERVICES ASSISTANT POSITION *DEPS WHO FAIL PATROL TRAINING GO BACK TO CUSTODY FOR 1 YR *NO LIMIT ON ATTEMPTS TO PASS FIELD TRAINING *FIVE PERCENT PAY DIFFERENTIAL BETWEEN DEPUTY I AND II POSITIONS
SAN DIEGO COUNTY SD		X 830.1c PC	X		X		X		X		<ul style="list-style-type: none"> *IMPLEMENTED IN 1998 AS A COST SAVINGS MEASURE *CAREER PATH TO THE RANK OF COMMANDER *PAY DIFFERENTIAL OF 19.5 PERCENT *PARITY IN PAY AT THE RANK OF LIEUTENANT *ONE TEST FOR BOTH POSITIONS *HIGH MORALE FOR DETENTION DEPUTIES *SOME JOB ROTATION AMONG SPECIALIZED SPOTS, DEPUTIES GO OUT TO PATROL FASTER. *UNIFORMS ARE THE SAME 	<ul style="list-style-type: none"> *SEPARATE ACADEMIES, 16 WEEKS FOR CORRECTIONAL DEPUTIES AND 24 WEEKS FOR PATROL DEPUTIES *LOSS OF PROMOTIONAL OPPORTUNITIES FOR PATROL DEPUTIES *CREATED CASTE SYSTEM *LOWERED MORALE AMONG PATROL DEPUTIES *LIMITED MOVEMENT AMONG DETENTION DEPUTIES IN PREFERRED POSITIONS *ONE EDUCATION PAY BONUS FOR DETENTION DEPUTY AFTER FOUR YEARS *LOSS OF SOME DEPARTMENT FLEXIBILITY AND MANPOWER RESOURCES. *BADGE HAS ADDITIONAL WORD "DETENTION" AFTER DEPUTY SHERIFF
LAS VEGAS METRO PD		X	X			X		X	X		<ul style="list-style-type: none"> *IMPLEMENTED IN 1970'S *COMPLETE SEPARATION BETWEEN PATROL AND CORRECTIONS *CAREER PATH FOR CORRECTIONS TO DEPUTY CHIEF *NO DIFFERENTIAL IN PAY AT ALL RANKS (CONSENT DECREE) *SEPARATE TESTING PROCESS FOR BOTH POSITIONS 	<ul style="list-style-type: none"> *TWO SEPARATE ACADEMIES FOR CORRECTIONS AND PATROL *CORRECTIONS OFFICERS HAVE TO RE-APPLY AND GO BACK TO ACADEMY TO BECOME A PATROL DEPUTY *NO PATROL PERSONNEL IN CUSTODY *PATROL AND CORRECTIONS HAVE THE SAME UNION *CASTE SYSTEM BETWEEN PATROL AND CORRECTIONS
SAN BERNARDINO SD	X						X			X	<ul style="list-style-type: none"> *HAD SYSTEM FROM 1987 TO 2001 *HAD DEPUTY I (CUSTODY) AND II (PATROL) POSITIONS *ALL DEPUTIES ATTENDED FULL ACADEMY *DEPUTIES DID NOT HAVE TO GO TO PATROL *DEPUTY I'S HAD TO TEST TO GO TO PATROL AND BECOME DEPUTY II'S *FIVE PERCENT PAY DIFFERENTIAL BETWEEN DEPUTY I AND DEPUTY II *CURRENTLY REVISITING TIER ISSUE RE; POTENTIAL COST SAVINGS *ALL DEPUTIES HAD PEACE OFFICER STATUS 	<ul style="list-style-type: none"> *NO CAREER PATH FOR CUSTODY DEPS *DEPUTIES HAVE TO GO TO PATROL TO PROMOTE *DEPARTMENT LOST RESPONSE TEAM CAPABILITY *MEMBERS NO LONGER WANTED TO GO TO PATROL *UNION LOST MEMBERS IN SWITCH *CUSTODY DEPS HAD TO TEST TO GO OUT TO PATROL. *SYSTEM BECAME UNSUSTAINABLE WHEN TOO FEW PEOPLE WANTED TO GO TO PATROL *BECAME NECESSARY TO IMPLEMENT RULE 173 (SAME AS OUR 214 RULE) IN 2009 TO RESTORE BALANCE AND FORCE DEPS OUT TO PATROL

LOS ANGELES COUNTY SHERIFF

AGENCY COMPARISON

DEPARTMENT / AGENCY	TWO TIER SYSTEM (830.1/830.1c)PC		P.O. Status On Duty Only		Non-Sworn		PAY DIFFERENTIAL?		CAREER PATH?		PROS	CONS
	Y	N	Y	N	Y	N	Y	N	Y	N		
RIVERSIDE SD		X 831.5PC		X	X	X	X		X		*PROGRAM IN PLACE SINCE 1994 *NON-SWORN ASSIGNED TO JAIL *28% PAY DIFFERENCE BETWEEN CORRECTIONAL AND SHERIFF'S DEPUTIES *CAREER PATH TO THE RANK OF CHIEF *HIGH MORALE AMONG SWORN AND NON-SWORN *MAINTAINS INSTITUTIONAL KNOWLEDGE AND CREATES STABLE WORKFORCE *SAME UNION FOR CORRECTIONAL AND SHERIFF'S DEPUTIES	*TWO SEPARATE ACADEMIES FOR SWORN AND CORRECTIONAL DEPUTIES *200 NON-SWORN HAVE REQUESTED CCW / PERMIT *UNABLE TO MAINTAIN A MOBILE FIELD FORCE DURING EMERGENCIES *ANY SWORN ASSIGNED TO JAIL IS HELD THERE FOR A MINIMUM OF THREE YEARS *NOT AS COST EFFECTIVE OVER TIME AS PREVIOUSLY BELIEVED *35 PERCENT OF VACANCIES IN CUSTODY ARE FILLED BY SWORN PERSONNEL DUE TO SHORTAGE OF CORRECTIONAL PERSONNEL *NO PARITY IN PAY AT ANY RANK
SANTA CLARA CO SD		X 831.5PC	X		X		X		X		*PROGRAM IN PLACE SINCE 2010 *TEN WEEK ACADEMY *CAREER PATH TO THE RANK OF CHIEF *PAY DIFFERENTIAL OF 15 PERCENT FOR DEPUTY SHERIFFS *PARITY IN PAY AT THE RANK OF CHIEF	*TWO SEPARATE ACADEMIES *SEPARATE HIRING PROCESSES *MUST RETURN TO ACADEMY FOR ADDITIONAL TWO WEEKS FOR ON-DUTY CERTIFICATION RE: 831.5(c)P.C.
MERCED CO SD		X 830.1C PC	X		X		X		X		*PROGRAM IN PLACE SINCE THE 1970'S *FIVE STEPS FOR CORRECTIONAL OFFICER *FIVE STEPS FOR PATROL DEPUTY *CAN PROMOTE TO THE RANK OF COMMANDER *PAY DIFFERENTIAL OF 10 PERCENT *PARITY IN PAY AT THE RANK OF SERGEANT	*TWO SEPARATE ACADEMIES *TWO UNIONS *CREATED A CASTE SYSTEM
SAN JOAQUIN CO SD		X 831.5PC		X	X		X		X		*PROGRAM IN PLACE SINCE 2004 *CAREER PATH TO THE RANK OF CAPTAIN *PAY DIFFERENTIAL OF 22 PERCENT	*TWO SEPARATE ACADEMIES *IF A PATROL DEPUTY TRANSFERS TO CUSTODY, HE LOSES 22 PERCENT IN PAY REDUCTION *NO PEACE OFFICER STATUS FOR CUSTODY OFFICERS *NO PARITY IN PAY
STANISLAUS CO SD		X 830.1C PC	X		X		X		X		*PROGRAM IN PLACE SINCE 2007 *CAREER PATH TO THE RANK OF CAPTAIN *PAY DIFFERENTIAL OF 10 PERCENT FOR DEPUTY SHERIFFS (SWORN)	*TWO SEPARATE ACADEMIES *NO PARITY IN PAY *SEPARATE UNIONS *IF A PATROL DEPUTY RETURNS TO CUSTODY, HE LOSES 10 PERCENT PAY *CAN RETURN ONLY IF A VACANCY EXISTS.
FRESNO CO SD		X 830.1C PC	X		X		X		X		*PROGRAM IN PLACE SINCE 1972 *CAREER PATH TO THE RANK OF CAPTAIN *PAY DIFFERENTIAL OF 8 PERCENT FOR DEPUTY SHERIFFS (SWORN)	*PROGRAM HAS CAUSED A SPLIT BETWEEN CUSTODY AND PATROL *TWO DIFFERENT UNIONS *CUSTODY OFFICER DOES NOT HAVE PEACE OFFICER STATUS *POSSIBLY MAY CANCEL THE PROGRAM.
KERN COUNTY SD		X 830.1C PC	X		X		X		X		*PROGRAM IN PLACE SINCE 2004 *CAREER PATH TO THE RANK OF COMMANDER *PAY DIFFERENTIAL OF 18.5 PERCENT FOR DEPUTY SHERIFFS (SWORN) *SWORN DEPUTIES DO NOT WORK IN THE DETENTION FACILITIES BEFORE GOING TO CUSTODY	*ENTRY LEVEL SWORN DEPUTIES WORK ONLY IN CENTRAL RECEIVING, TRANSPORTATION AND COURTS BEFORE TRANSFERRING TO A PATROL ASSIGNMENT *DETENTION DEPUTIES ARE A SEPARATE CLASS AND HAVE PEACE OFFICER POWERS ONLY ON DUTY *DEPUTIES MUST BE PATROL TRAINED TO PROMOTE *SEPARATE ACADEMIES

LOS ANGELES COUNTY SHERIFF

AGENCY COMPARISON

DEPARTMENT / AGENCY	TWO TIER SYSTEM (830.1/830.1c)PC		P.O. Status On Duty Only		Non-Sworn		PAY DIFFERENTIAL?		CAREER PATH?		PROS	CONS
	Y	N	Y	N	Y	N	Y	N	Y	N		
TULARE COUNTY SD		X 830.1C PC	X		X		X		X		*PROGRAM IN PLACE SINCE 2005 *HIRING PROCESS AND ACADEMY SAME FOR PATROL AND CORRECTIONS DEPUTIES *CAREER PATH TO THE RANK OF LIEUTENANT *PAY DIFFERENTIAL OF FIVE PERCENT FOR DEPUTY II *SAME UNION	*PROGRAM APPEARS TO BE WORKING FOR THIS DEPARTMENT *NO COMPLAINTS, EVERYONE SEEMS HAPPY *HIGH MORALE AMONG BOTH GROUPS *PEACE OFFICER STATUS ONLY ON DUTY

LOS ANGELES COUNTY SHERIFF

DUAL TRACK CAREER PATH

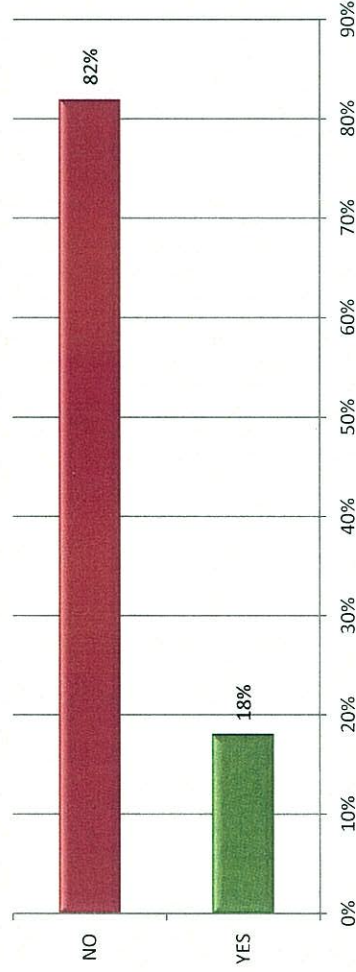
Lieutenant / Sergeant Survey



365 LIEUTENANTS WERE CONTACTED AND 264 RESPONDED
1,284 SERGEANTS WERE CONTACTED AND 794 RESPONDED

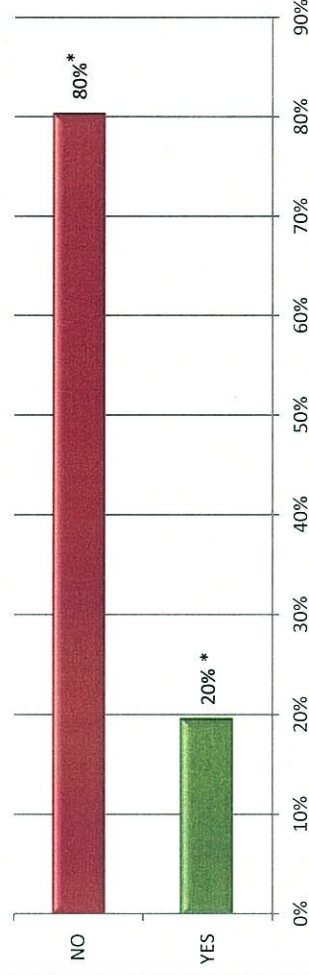
SECTION I (CUSTODY SUPERVISORS)

If provided the opportunity, would you choose to permanently remain in custody as a supervisor?




SECTION II (CUSTODY SUPERVISORS)

Would your decision change if you were able to remain in custody, permanently as a supervisor, and have a custody promotional career path available, up to the rank of Chief?




*Please note, this question only applied to those who responded "NO" to section I. Percentages shown are based only on those to whom the question applied.



LOS ANGELES COUNTY SHERIFF

DUAL TRACK CAREER PATH

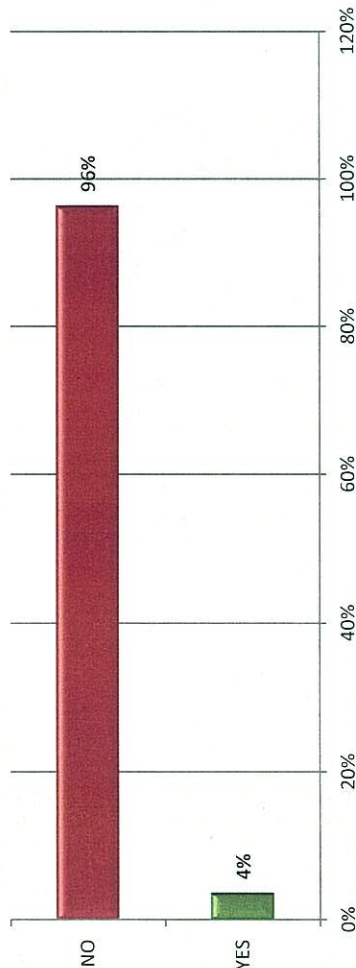
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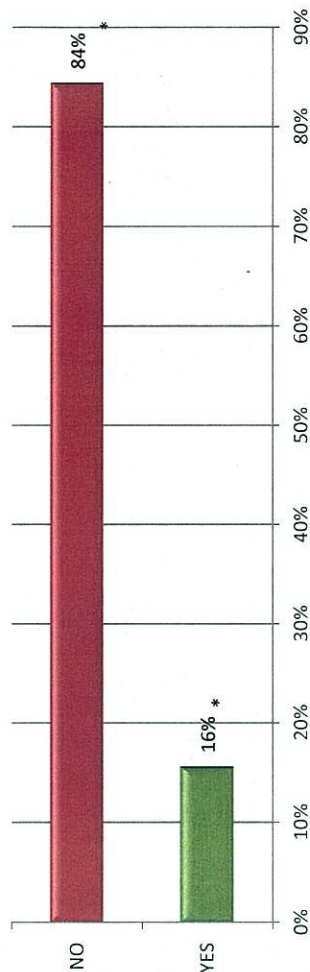
SECTION III (PATROL SUPERVISORS)

If provided the opportunity, would you choose
to return to custody to work the remainder of
your career as a custody supervisor?



SECTION IV (PATROL SUPERVISORS)

Would your decision change if you were able to
return to custody, permanently as a supervisor,
and have a custody promotional career path
available, up to the rank of Chief?



**Please note, this question only applied to those who responded "NO" to section III. Percentages shown are based only on those to whom the question applied.*

LOS ANGELES COUNTY SHERIFF

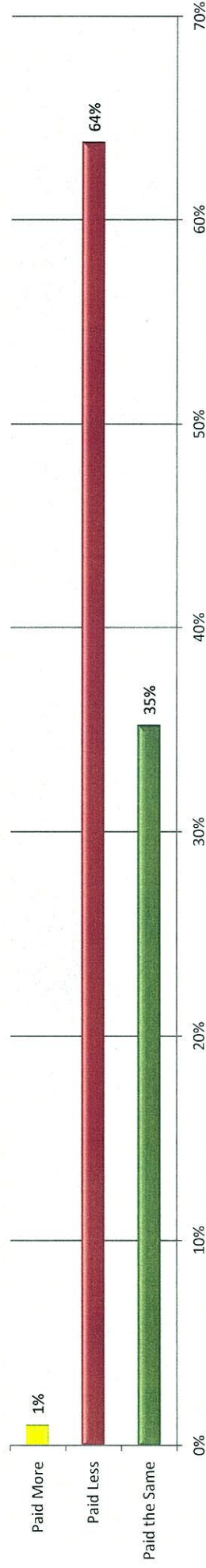
DUAL TRACK CAREER PATH

Lieutenant / Sergeant Survey

365 LIEUTENANTS WERE CONTACTED AND 264 RESPONDED
1,284 SERGEANTS WERE CONTACTED AND 794 RESPONDED

SECTION V (ALL SUPERVISORS)

Do you believe there should be a difference in pay, at all ranks, between those working permanent career positions within custody as opposed to those working permanent career positions within patrol?



SECTION VI (ALL SUPERVISORS)

What do you believe the overall effect of adopting a two-tiered career path would be?





**COUNTY OF LOS ANGELES
SHERIFF'S DEPARTMENT
OPEN COMPETITIVE JOB OPPORTUNITY**



Bulletin Number 2718BR
Type of Recruitment Open Competitive Job Opportunity
Department Sheriff
Position Title DEPUTY SHERIFF TRAINEE

Rebulletin Information THIS ANNOUNCEMENT IS A REBULLETIN TO REVISE THE EXAMINATION CONTENT. PERSONS WHO HAVE APPLIED UNDER THIS EXAMINATION NUMBER NEED NOT REAPPLY, BUT MAY SUBMIT ADDITIONAL INFORMATION IF THEY WISH. THE INFORMATION MUST INCLUDE THE CORRECT EXAMINATION TITLE AND EXAMINATION NUMBER

Exam Number 154
Filing Type Open Continuous
Filing Start Date 07/25/2011
Salary Type Monthly
Salary Minimum 4,702.45
Salary Maximum 5,842.09

Position/Program Information Positions in this non-sworn Deputy Sheriff Trainee classification are characterized by participation in a formal law enforcement-training program involving both classroom and practical instruction in subjects such as criminal law, evidence and investigation, patrol and traffic procedures, administration of justice, police/community relations and jail custody and operations. Incumbents must possess the ability to assimilate classroom instructions covering a wide variety of academic and technical subjects as well as physical skill and coordination to become proficient in firearm and weaponless defense techniques. The program is approved by the California Department of Corrections and the California Commission on Peace Officer Standards and Training (POST).

Essential Job Functions **Works in a Custody or Court Services Environment**

- Enforces/ensures compliance with Federal and State laws, local ordinances, and judicial compliance orders as necessary
- Guards, transports, and maintains the security and safety of sentenced and pre-sentenced inmates by enforcing detention policies and procedures
- Oversees the work of and instructs a group of inmates assigned to various operations, maintenance, or other rehabilitative activities
- Operates a computer terminal to obtain criminal history information including warrants, or other holds, and updates classification or housing information as necessary
- Secures prisoners and their property and monies as necessary in compliance with departmental policy and procedures including juvenile detention policy and regulations
- Performs various law enforcement duties during a local state of

emergency

Drives a radio car patrolling areas to detect criminal activity, protect life and property, and preserve the peace

- Enforces federal and state laws, and local ordinances
- Pursues suspects on foot or in a vehicle
- Subdues resisting suspects utilizing necessary force, including firearms, to maintain law and order and ensure personal and other's safety
- Detains, arrests, books, and transports suspects
- Collects, preserves, and records evidence
- Maintains a log and writes arrest reports
- Makes traffic stops, issues warnings, and writes traffic citations
- Responds to emergency scenes and calls for service to provide assistance and maintain law and order
- Recovers lost or stolen property

Investigates emergent and non-emergent complaints of crimes and conducts follow-up investigations

- Interviews victims, witnesses, suspects, and informants
- Takes notes, and writes complaint and investigative reports
- Searches for, collects, records, and preserves evidence (including contraband)
- Appears in court to testify in legal proceedings
- Serves civil and criminal process papers

Requirements

SELECTION REQUIREMENTS

AGE: At the time of filing, applicants **must be at least 19 ½ years of age** and be at least 20 years of age **at time of appointment**.

CITIZENSHIP: At the time of filing, applicants must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship.*

EDUCATION: Applicants must be a high school graduate from an approved or accredited U.S. High School OR have passed the General Education Development (GED) test indicating high school graduation level OR have passed the California High School Proficiency Examination** OR have attained a two-year, four-year degree or higher from an accredited college*** or university. Education requirements are required by Government Code section 1031 (e).

PHYSICAL REQUIREMENTS: Applicants must be in good general physical condition, free from any medical conditions that would interfere with the satisfactory performance of the position of Deputy Sheriff Trainee.

VISION: Acuity-At least 20/70 in each eye without correction, correctable to 20/30 in each eye. Successful soft contact lens wearers are not required to meet the uncorrected standard as long as their corrected vision is 20/30 in each eye. Color Perception - Anything other than minor hue impairment is disqualifying.

HEARING: There may be no greater than a 25 dB loss in the better ear as averaged over the test frequencies of 500, 1000, 2000, and 3000 Hz. There may not be a peak loss at any of the test frequencies greater than 30 dB at 500 Hz, 30 dB at 1000 Hz, 40 dB at 2000 Hz, or 40 dB at 3000 Hz. There may be no greater than a 35 dB loss in the worst ear as averaged over the test frequencies, and no peak loss greater than 45 dB at any of the test frequencies. In the case of a questionable, unusual, or borderline hearing loss, the applicant's record may be reviewed by the Occupational Health Program's Service Consultant for final

determination of qualifications.

Physical Class	Physical Class IV – Arduous: Involves frequent heavy lifting over 25 pounds, often combined with bending, twisting, or working on irregular surfaces; and occasionally requires extraordinary physical activity.
License(s) Required	Licenses: A valid California Class "C" Driver License is required to perform job-related essential functions. All applicants (including out-of-state applicants) must possess a valid California Class "C" driver license or higher by the date of hire .
Special Requirement Information	<p>*For more information regarding citizenship requirements, please contact the U.S. Citizenship and Immigration Services (USCIS) of the Federal Government.</p> <p>**Per Education Code Section 48412, passage of the California High School Proficiency Examination is the legal equivalent of attainment of a California high school diploma.</p> <p>ACADEMY TRAINING: The Sheriff's nineteen (19) week Academy training program is approved by the California Department of Corrections and the California Commission on Peace Officer Standards and Training. Classes are conducted Monday through Friday and some weekends and holidays. Academy days are generally eight and one half hours long and may be conducted in shifts. Recruits generally spend additional time outside of class preparing for class and studying for exams.</p> <p>Recruits in the Sheriff's Academy will participate in classroom and other instruction which will include: the interpretation and application of laws; report writing, radio operations; first aid and CPR; defensive tactics; handcuffing and searching techniques; use of the baton; the safe handling, care and use of firearms; emergency vehicle operations; and Department regulations and laws regarding the use of force and firearms. Throughout the Academy program, recruits will also participate in regular physical training. Knowledge, skill and task competence will be assessed and academy success determined through multiple choice and true/false tests, role playing exercises, performance tests, physical ability tests, and work sample tests.</p>
Accreditation Information	<p>***Accreditation: Accredited institutions are those listed in the publications of regional, national or international accrediting agencies which are accepted by the Department of Human Resources. Publications such as <u>American Universities and Colleges</u> and <u>International Handbook of Universities</u> are acceptable references. Also acceptable, if appropriate, are degrees that have been evaluated and deemed to be equivalent to degrees from United States accredited institutions by an academic credential evaluation agency recognized by <u>The National Association of Credential Evaluation Services</u> or the Association of International Credential Evaluators, Inc. (AICE).</p>
Examination Content	<p>This examination will consist of three (3) parts:</p> <p><u>Part 1:</u> Job Specific Questionnaire (JSQ) to pre-screen applicants in meeting the Selection Requirements.</p> <p>Only those applicants who meet the Selection Requirements in the JSQ will be eligible to proceed to the written test.</p> <p><u>Part 2:</u> A qualifying written test covering vocabulary, reading comprehension, writing clarity, spelling, grammar, deductive and inductive reasoning, and data interpretation.</p> <p>Applicants who fail the written test may retake the test once every three (3) months within a twelve (12) month period. Applicants who do not pass the written test in the twelve (12) month period must reapply. Please see reapply procedure below.</p>

The written test is not reviewable by applicants per Civil Service Rule 7.19

Part 3: An oral interview consisting of an exchange of information in which applicants are rated on a pass/fail basis on their acceptance of working conditions, experience, problem solving ability, communication skills, interest / motivation, interpersonal skills, and community involvement / awareness. Applicants will be allowed two (2) opportunities to pass the oral interview. Applicants that do not pass the interview after two opportunities must reapply. Please see reapply procedure below.

Applicants must pass all parts and achieve a passing score of 70% or higher in order to be placed on the eligible register.

Transfer of Scores:

Applicants who have participated in the examination process for one of the following Law Enforcement Job Family examinations: Deputy Sheriff Trainee, Examination #154; Deputy Sheriff Trainee / POST Trained, Examination #160; Deputy Sheriff / Lateral, Examination #161 and #176; Custody Assistant, Examination #159; Security Officer, Examination #166; or Security Assistant, Examination #165; within the past twelve (12) months and achieved a passing score will have their test score(s) automatically transferred to any of the Law Enforcement Job Family examinations when they apply.

Reapply Procedure:

Applicants who have participated in the examination process for one of the following Law Enforcement Job Family examinations: Deputy Sheriff Trainee, Examination #154; Deputy Sheriff Trainee / POST Trained, Examination #160; Deputy Sheriff / Lateral, Examination #161 and #176; Custody Assistant, Examination #159; Security Officer, Examination #166; or Security Assistant, Examination #165 and **did not** achieve a passing score, must wait three (3) months after the date of any failed test component in order to reapply for the same examination or to be scheduled for testing for any of the other examinations listed under the Law Enforcement Job Family.

Applicants who receive a letter of disqualification as a result of their background investigation will not be allowed to reapply or retake this examination for a period of 12 months from the date of notice.

TEST PREPARATION INFORMATION:

There are web sites available that have sample or practice tests that can help you prepare for this examination. They are only guides and do not guarantee that you will pass the examination. These sample tests are located at the following sites:

The Los Angeles County Sheriff's Department website, www.lasd.org, under Job Openings, Sworn Recruitment web page.

The Los Angeles County Department of Human Resources website, <http://dhr.lacounty.info/>, Test Preparation Guides, under Job Information - Employment Test Preparation located on the left side of the web page.

The Peace Officer Standards and Training (POST) Commission website, www.post.ca.gov, at <http://www.post.ca.gov/selection/poWrittenPracticeTest.pdf>

Special Information

APPOINTEES MUST BE WILLING TO WORK ANY SHIFT, INCLUDING EVENINGS, NIGHTS, WEEKENDS, AND HOLIDAYS.

WORKING CONDITIONS MAY INCLUDE:

- Working prolonged/irregular shifts
- Working days, PM, or early morning shifts

- Having split or varied days off
- Working at locations anywhere in Los Angeles County
- Dealing with people who are hostile, irrational, emotionally distraught, or mentally ill
- Dealing with volatile or life threatening situations
- Having to make appropriate split-second decisions in emergent, highly stressful situations
- Working independently and as a partner or team member with a variety of Individuals

Successful applicants **must complete a thorough background investigation**, including a fingerprint search and a polygraph test. Examples of disqualifying factors discovered during this investigation include: any felony convictions, job related misdemeanor convictions, certain serious traffic convictions or patterns of traffic violations (four (4) or more moving violations within the last two years; failure to appear; at fault accidents; suspended license; driving under the influence), poor credit history, poor employment history, substance abuse, and anyone on probation.

MILITARY: Those who are enlisted in Active military service (Army, Navy, Air Force, Marine Corps and Coast Guard) and are not going to be discharged within twelve (12) months of taking the written test will have their passing written test scores held for a period of forty-eight (48) months from the date of the examination. Applicants will continue with the remaining examination process, the interview, upon honorable discharge from military service. During this time, if the examination is revised, updated and/or changed, all military applicants will be required to take the new version of the examination.

APPOINTMENT INFORMATION: Applicants who remain on the eligible register, successfully complete the background investigation, and are selected for appointment will be extended an offer of employment that is conditional upon the results of a validated Physical Ability Test and their medical examination which will include a psychological evaluation.

Applicants will be required to pass a validated Physical Ability Test consisting of a 75 yard run, arm endurance, sit-ups, and 1.5 mile run. Applicants will also be given a Candidate Feedback Assessment which includes a handgun trigger pull and shotgun hold exercise. The Candidate Feedback Assessment is not scored. Applicants will be allowed four (4) opportunities to pass the validated Physical Ability Test.

Vacancy Information

The eligible register resulting from this examination will be used to fill vacancies located at the Los Angeles County Sheriff's Department, Custodial (Jail) Facilities including the North County area, Courts and Sheriff Stations.

Eligibility Information

The names of applicants receiving a passing score on this examination shall be added to the Eligible Register without indication of relative standing in the examination. Successful applicants will remain on the register for a period of twelve (12) months following the date of eligibility. All names on the register are eligible for appointment except that a person without veteran's credit may not be appointed if there are three or more persons on the register entitled to veteran's credit.

No person on the eligible register may compete for this examination more than once every twelve (12) months.

Available Shift

Any

Job Opportunity Information

Employment Eligibility Information: Final appointment is contingent upon verification of U.S. citizenship or the right to work in the United States. Immigration law provides that all persons hired after November 6, 1986, are required to present original documents to the County, within three (3) business days of hiring, which show satisfactory proof of: 1) identity and 2) U.S.

employment eligibility.

Social Security Act of 2004: Section 419 (c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. The County of Los Angeles does not participate in the Social Security System. All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website www.socialsecurity.gov, or call toll free 1-800-772-1213. Persons who are deaf or hard of hearing may call the TTY number 1-800-325-0778 or contact a local Social Security office.

Record of Convictions: A full disclosure of all convictions is required. Failure to disclose convictions will result in disqualification. Not all convictions constitute an automatic bar to employment. Factors such as your age at the time of the offense(s), and the recency of offense(s) will be taken into account, as well as the relationship between the offense(s) and the job(s) for which you apply. However, any applicant for County employment who has been convicted of workers' compensation fraud is automatically barred from employment with the County of Los Angeles (County Code Section 5.12.110). ANY CONVICTIONS OR COURT RECORDS WHICH ARE EXEMPTED BY A VALID COURT ORDER DO NOT HAVE TO BE INCLUDED.

Veterans Preference Credit: Veterans Preference Credit of 10 points will be added to the final passing grade in any open competitive examination if you are an honorably discharged veteran who served in the Armed Forces of the United States: · During a declared war; or · During the period April 28, 1952 through July 1, 1955; or · For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or · In a campaign or expedition for which a campaign medal or expeditionary medal has been authorized and awarded.

This also applies to the spouse of such person who, while engaged in such service was wounded, disabled or crippled and thereby permanently prevented from engaging in any remunerative occupation, and also to the widow or widower of any such person who died or was killed while in such service. A DD214, Certificate of Discharge or Separation from Active Duty, or other official documents issued by the branch of service are required as verification of eligibility for Veterans preference. If you are unable to provide any documentation at the time of filing, the 10 points will be withheld until such time it is provided.

Application and Filing Information

Fill out your application and Job Specific Questionnaire completely.

All information is subject to verification.

We may reject your application at any time during the selection process.

We may close this examination without prior notice.

File using ONE of the methods below

INSTRUCTIONS FOR FILING ONLINE:

We encourage you to apply online to track the status of your application, and get notified of your progress by mail.

We must receive your application and Job Specific Questionnaire by 4:30 pm, PST, on the last day of filing.

NOTE: Applicants who apply online must upload any required documents as attachments during application submission. If you are unable to attach

required documents, you may fax the documents to (323) 415-6593 within five (5) days of filing online, or by the last day of filing, **WHICHEVER COMES FIRST**. Please include your Name, the Exam Number, and the Exam Title on the faxed documents.

FILING BY U.S. MAIL OR IN PERSON:

A copy of the employment application and Job Specific Questionnaire can be obtained at the Los Angeles County Sheriff's Department website, www.lasd.org, under LASD Job Openings, Sworn Recruitment web page.

We must receive your completed application and Job Specific Questionnaire at the address below by 4:30 pm, PST, on the last day of filing.

Sheriff's Department
University Centre Building, Sworn Examinations Unit
101 Centre Plaza Drive
Monterey Park, CA 91754

Applications filed at any other County location will not be accepted if they are not received at the above location by the last day of filing. For further information concerning this examination, please call Personnel Administration, Sworn Examinations Unit, at (323) 981-5800, TTY (323) 260-5291 OR (323) 267-6669.

ADDITIONAL INFORMATION REGARDING ONLINE FILING

SOCIAL SECURITY NUMBER:

All applicants must enter a valid social security number at the time of filing. Entering anything other than a valid social security (i.e. 000-00-0000, 111-11-1111, etc.) will result in an automatic rejection of your application.

COMPUTER AND INTERNET ACCESS AT LIBRARIES:

For applicants who may not have regular access to a computer or the internet, applications and JSQs can be completed on computers at public libraries throughout Los Angeles County.

NO SHARING OF USER ID AND PASSWORD:

All applicants must file their application online using their own user ID and password. Using a family member or friend's user ID and password may erase a applicant's original application record.

The acceptance of your application depends on whether you have clearly shown that you meet the requirements.

**County of Los Angeles
Information**

Equal Employment Opportunity: It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of race, religion, sex, national origin, age, sexual orientation, or disability.

Los Angeles County Child Support Compliance Program: In an effort to improve compliance with court-ordered child, family and spousal support obligations, certain employment and identification information (i.e., name, address, Social Security number and date of hire) is regularly reported to the State Directory of New Hires which may assist in locating persons who owe these obligations. Family Code Section 17512 permits under certain circumstances for additional employment and identifying information to be requested. Applicants will not be disqualified from employment based on this information.

Americans with Disabilities Act of 1990: All positions are open to qualified men and women. Pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation, or help in order to apply for a position, may contact the

ADA/Personnel Services for Disabled Persons Coordinator at the number below.

Hearing impaired applicants with telephone teletype equipment may leave messages by calling the teletype phone number below.

The County will attempt to meet reasonable accommodation requests whenever possible.

Department Contact Name	Sworn Examinations Unit
Department Contact Phone	(323) 981-5800
Department Contact Email	swornexam@lasd.org
ADA Coordinator Phone	(323) 981-5800
Teletype Phone	(323) 260-5291
California Relay Services Phone	(800) 735-2922
Alternate TTY Phone	(323) 267-6669
Job Field	Public Safety/Law Enforcement/Probation
Job Type	Protective Services Workers

2007 - 2008 SALARY SCHEDL AND LONGEVITY INCREASES
DEPUTY SHERIFF TRAINEE - DEPUTY SHERIFF
2707 - 2708

Effective August 1, 2008

12 Salary Level Increase (3%) General Salary Increase (No Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	SCH	STEP 7	SCH	BONUS I	SCH	BONUS II
Base Rate	88B	\$ 4,565.36	\$ 4,820.00	\$ 5,088.73	\$ 5,372.36	\$ 5,671.18	\$ 5,987.91	92B	\$ 6,321.73	94B	\$ 6,673.64	96B	\$ 7,045.55
3% Manpower	89C	\$ 4,702.45	\$ 4,964.73	\$ 5,242.00	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	93C	\$ 6,511.36	95C	\$ 6,874.18	97C	\$ 7,257.18
BPC	91G	\$ 5,014.18	\$ 5,294.00	\$ 5,588.36	\$ 5,900.27	\$ 6,229.18	\$ 6,576.09	95G	\$ 6,942.55	97G	\$ 7,329.55	99G	\$ 7,738.55
IPC	92H	\$ 5,165.09	\$ 5,452.55	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	96H	\$ 7,150.82	98H	\$ 7,549.82	100H	\$ 7,970.82
APC	93J	\$ 5,320.00	\$ 5,615.82	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	97J	\$ 7,365.73	99J	\$ 7,776.73	101J	\$ 8,209.73

Completion of 19 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	SCH	STEP 7	SCH	BONUS I	SCH	BONUS II
3% Longevity	89C	\$ 4,702.45	\$ 4,964.73	\$ 5,242.00	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	93C	\$ 6,511.36	95C	\$ 6,874.18	97C	\$ 7,257.18
3% Manpower	90D	\$ 4,844.00	\$ 5,114.18	\$ 5,399.09	\$ 5,699.55	\$ 6,017.73	\$ 6,353.18	94D	\$ 6,706.91	96D	\$ 7,080.64	98D	\$ 7,475.64
BPC	92H	\$ 5,165.09	\$ 5,452.55	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	96H	\$ 7,150.82	98H	\$ 7,549.82	100H	\$ 7,970.82
IPC	93J	\$ 5,320.00	\$ 5,615.82	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	97J	\$ 7,365.73	99J	\$ 7,776.73	101J	\$ 8,209.73
APC	94K	\$ 5,479.27	\$ 5,784.64	\$ 6,107.18	\$ 6,447.55	\$ 6,806.73	\$ 7,185.91	98K	\$ 7,586.91	100K	\$ 8,009.91	102K	\$ 8,455.73

Completion of 24 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	SCH	STEP 7	SCH	BONUS I	SCH	BONUS II
4% Longevity	90H	\$ 4,892.00	\$ 5,165.09	\$ 5,452.55	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	94H	\$ 6,773.45	96H	\$ 7,150.82	98H	\$ 7,549.82
3% Manpower	91J	\$ 5,038.91	\$ 5,320.00	\$ 5,615.82	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	95J	\$ 6,976.73	97J	\$ 7,365.73	99J	\$ 7,776.73
BPC	94B	\$ 5,372.36	\$ 5,671.18	\$ 5,987.91	\$ 6,321.73	\$ 6,673.64	\$ 7,045.55	98B	\$ 7,438.55	100B	\$ 7,853.55	102B	\$ 8,290.64
IPC	95C	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	\$ 6,511.36	\$ 6,874.18	\$ 7,257.18	99C	\$ 7,662.18	101C	\$ 8,089.18	103C	\$ 8,539.55
APC	96D	\$ 5,699.55	\$ 6,017.73	\$ 6,353.18	\$ 6,706.91	\$ 7,080.64	\$ 7,475.64	100D	\$ 7,892.64	102D	\$ 8,331.91	104D	\$ 8,796.45

Completion of 29 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	SCH	STEP 7	SCH	BONUS I	SCH	BONUS II
4% Longevity	92B	\$ 5,088.73	\$ 5,372.36	\$ 5,671.18	\$ 5,987.91	\$ 6,321.73	\$ 6,673.64	96B	\$ 7,045.55	98B	\$ 7,438.55	100B	\$ 7,853.55
3% Manpower	93C	\$ 5,242.00	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	\$ 6,511.36	\$ 6,874.18	97C	\$ 7,257.18	99C	\$ 7,662.18	101C	\$ 8,089.18
BPC	95G	\$ 5,588.36	\$ 5,900.27	\$ 6,229.18	\$ 6,576.09	\$ 6,942.55	\$ 7,329.55	99G	\$ 7,738.55	101G	\$ 8,169.55	103G	\$ 8,624.64
IPC	96H	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	\$ 7,150.82	\$ 7,549.82	100H	\$ 7,970.82	102H	\$ 8,414.45	104H	\$ 8,883.73
APC	97J	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	101J	\$ 8,209.73	103J	\$ 8,667.18	105J	\$ 9,150.64



**COUNTY OF LOS ANGELES
SHERIFF'S DEPARTMENT
DEPARTMENTAL PROMOTIONAL OPPORTUNITY**



RESTRICTED TO EMPLOYEES OF THE SHERIFF'S DEPARTMENT WHO HAVE SUCCESSFULLY COMPLETED THEIR INITIAL PROBATIONARY PERIOD AND MEET THE QUALIFYING REQUIREMENTS AS INDICATED BELOW

BULLETIN POSTED: October 8, 2010

SERGEANT

FILING PERIOD: October 12, 2010 – October 25, 2010

MONTHLY SALARY: \$6,673.64 - \$10,351.18

EXAM NO.: J -2717-H

SELECTION REQUIREMENTS: TRAINING AND EXPERIENCE:

Option I: Three years of paid experience beyond the completion of the probationary period as a Deputy Sheriff* in the Los Angeles County Sheriff's Department. Applicants currently employed as a Los Angeles County Deputy Sheriff who were placed on the sixth step of the salary range prior to June 2, 1982, will be accepted. Prior to appointment, all candidates must successfully complete the Sheriff's Department's pre-patrol assignment and Six-Phase Patrol Training programs. (Employees may file for this examination if they were appointed to Deputy Sheriff Generalist on or before April 25, 2007)***

Option II: Currently hold the payroll title of Deputy Sheriff -AND- previously held a permanent status as a Sergeant, Los Angeles County Police or higher.** Prior to appointment, all candidates must successfully complete the Sheriff's Department's pre-patrol assignment and Six-Phase Patrol Training programs.

LICENSE: A valid California Class "C" Driver License is required to perform job-related essential functions.

PHYSICAL CLASS: "4" – Arduous: Involves frequent heavy lifting over 25 pounds, often combined with bending, twisting, or working on irregular surfaces; and occasionally requires extraordinary physical activity.

SPECIAL REQUIREMENT INFORMATION:

Option I: *To qualify under this option, applicants must have held the County position of Deputy Sheriff for the required time. No out-of-class experience will be accepted.

Option II: **To qualify under this option, applicants must have held the County position of Sergeant, Los Angeles County Police or higher. No out-of-class experience will be accepted.

Withhold information: ***Permanent employees who have completed their initial probationary period and hold a qualifying payroll title may file for this examination if they are within six (6) months of meeting the experience requirements by the last day of filing. However, their names will be withheld from the eligible list until the qualifying experience is met.

APPLICATION INFORMATION: Applications may be filed online or in person, on business days only, beginning **Tuesday, October 12, 2010 through Monday, October 25, 2010 between 7:30 a.m. and 4:30 p.m.**

TO APPLY ONLINE, CLICK ON THE LINK BELOW ON OR AFTER OCTOBER 12, 2010.

http://4-icn-lasweb/soap_exam/

Applications filed in person, must be submitted to the Personnel Administration, Sworn Examinations Unit, University Centre Building, 1st Floor, 101 Centre Plaza Drive, Monterey Park, California 91754-2169.

Applications received after the closing date and time of Monday, October 25, at 4:30 p.m., will not be accepted. Facsimiles of the application will not be accepted. Applications filed at any other County location will not be accepted if they are not received at the above location by the last day of filing. For further information concerning this examination, please call the Sworn Examinations Unit, at (323) 981-5800, TTY (323) 260-5291 or 24hr. TTY (323) 267-6669.

The acceptance of your application will depend on whether you have clearly shown that you meet the Selection Requirements. Of particular interest will be the length of experience covered under "Selection Requirements." Please be sure your application shows complete information. All information supplied by applicants is subject to verification. Applications may be rejected at any stage of the selection process.

All applicants must include their current mailing address and Unit of Assignment on the application.

PLEASE SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

BULLETIN NO.: 770-2847

EXAM TITLE: SERGEANT
EXAM NO.: J-2717-H
BULLETIN POSTED: OCTOBER 8, 2010
BULLETIN NO.: 770-2847

EXAMINATION INFORMATION: This examination will consist of three (3) components: a Written Test (weighted 35%), a Structured Interview (weighted 35%), and an Appraisal of Promotability (weighted 30%).

Part I – The WRITTEN TEST will assess the knowledge required for performing the duties of a Sergeant.

*A portion of the written test will utilize reference material which will be provided to each candidate during the test administration.

Part II – The STRUCTURED INTERVIEW will assess the knowledge, skills, and abilities necessary for performing the duties of a Sergeant.

Part III – The APPRAISAL OF PROMOTABILITY will evaluate a candidate's potential for performing the duties of a Sergeant.

Only those candidates who pass the written test with a score of 70% or higher will proceed to the Structured Interview and Appraisal of Promotability components of this examination.

Candidates must achieve an overall passing score of 70% or higher in order to be placed on the eligible list.

POSITION INFORMATION: Positions allocable to this class typically work under the general and technical supervision of a Lieutenant, civilian manager, or higher-level executive. The Sergeant position is the first level of supervision in the Sheriff's Department's sworn classification series and oversees employees engaged in general or specialized activities, including Deputy Sheriffs, investigators, and non-sworn personnel.

EXAMPLES OF DUTIES: Serves in a patrol station as a Watch Sergeant: Supervises desk personnel at a station who receive calls for service from citizens, advises as to necessary action, and notifies radio car crews by broadcast when immediate action is required.

Maintains the station log, reviews written reports of calls for service prepared by Deputies, coordinates the activities of field crews, and supervises the Custody Assistants and/or deputy performing jailer duties.

Field Sergeant: Supervises radio patrol units at the scene of calls for services, patrols the station district, and observes performance of field units and conditions requiring law enforcement services.

Traffic Sergeant: Supervises traffic units, crossing guards, traffic safety activities and traffic collision investigators.

Takes charge at scene of major traffic accidents or incidents.

Makes periodic inspections of traffic flow, regulating devices and roads to alleviate traffic problems.

Represents Sheriff's Department in meetings with Contract City officials.

Serves in the Emergency Operations Bureau as a Disaster Communications Coordinator: Supervises Civil Defense or Disaster Services and emergency preparedness activities including organization of communications volunteers who would respond in the event of disaster.

Develops, maintains, and improves civil defense auxiliary and specialized communications systems which include planning, coordinating, and administering the Radio Amateur Civil Emergency Services program.

Supervises criminal investigative work involving such areas as vice, license violations, and homicide.

Supervises the custody of prisoners and inmates in jail or in transport to and from jail, court, stations, and correctional facilities.

Assists a higher level peace officer in supervising the activities of a larger unit, providing relief of routine detail and assuming command in the event of an absence.

SPECIAL INFORMATION: The following recommended areas of study are contained on a CD, which will be available to each applicant at the time of filing their application at the Sworn Examinations Unit, Personnel Administration, University Centre Building.

PLEASE SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

BULLETIN NO.: 770-2847

EXAM TITLE: SERGEANT
EXAM NO.: J-2717-H
BULLETIN POSTED: OCTOBER 8, 2010
BULLETIN NO.: 770-2847

- I. Administrative Investigations Handbook
- II. California Health and Safety Code
- III. California Peace Officers Legal Source Book
- IV. California Penal Code
- V. California Vehicle Code
- VI. California Welfare and Institution Code
- VII. Core Values
- VIII. Custody Division Manual
- IV. Education-Based Discipline
- X. Emergency Operations Procedures
- XI. Field Operations Directives
- XII. Manual of Policies & Procedures, V.2
- XIII. Manual of Policies & Procedures, V.3
- XIV. Manual of Policies & Procedures, V.4
- XV. Manual of Policies & Procedures, V.5
- XVI. Memorandums of Understanding
- XVII. Peace Office Bill of Rights
- XVIII. Policy of Equality
- XIV. Service Comment Report Handbook
- XX. Station Jail Manual
- XXI. Title 15

It is the responsibility of each applicant to obtain the study material CD. Only Deputies filing an application for the examination will be provided a CD. This CD is not to be used for future examinations, as some of the material is time sensitive, and may not be accurate for future examinations.

VACANCY INFORMATION: The eligible list resulting from this examination will be used to fill vacancies throughout the Los Angeles County Sheriff's Department.

ELIGIBILITY INFORMATION: The names of applicants receiving a passing grade in the examination will be placed on the eligible list in the order of their score group for a period of twelve (12) months from the date of promulgation.

DISABILITY ACCOMODATIONS: All positions are open to qualified men and women. Pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation, or help in order to apply for a position, may contact the ADA coordinator at (323) 526-5671.

Contact the Coordinator of Personnel Services for Disabled Persons by calling (323) 526-5671. Hearing impaired applicants with telephone teletype equipment may leave messages by calling (323) 260-5291 or (323) 267-6669. The County will attempt to meet reasonable accommodation requests whenever possible.

LOS ANGELES COUNTY CHILD SUPPORT COMPLIANCE PROGRAM: In an effort to improve compliance with court-ordered child, family and spousal support obligations, certain employment and identification information (e.g. name, address, social security number and date of hire) is regularly reported to the State Directory of New Hires, which may assist in locating persons who owe these obligations. Family Code section 17512 permits, under certain circumstances, for additional employment and identifying information to be requested. Applicants will not be disqualified from employment based on this information.

EQUAL EMPLOYMENT OPPORTUNITY: It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of race, religion, sex national origin, age, sexual orientation, or disability.

THE COUNTY OF LOS ANGELES IS AN ACTIVE EQUAL OPPORTUNITY EMPLOYER
LOS ANGELES COUNTY SHERIFF'S DEPARTMENT
PERSONNEL ADMINISTRATION
SWORN EXAMINATIONS UNIT
(323) 981-5800
SWORNEXAM@LASD.ORG



AN ACTIVE EQUAL OPPORTUNITY EMPLOYER
Promotional Opportunities
Restricted to



Los Angeles County Sheriff's Department

RESTRICTED TO EMPLOYEES OF THE SHERIFF'S DEPARTMENT WHO HAVE SUCCESSFULLY COMPLETED THEIR INITIAL PROBATIONARY PERIOD AND MEET THE QUALIFYING REQUIREMENTS AS INDICATED BELOW

BULLETIN POSTED: APRIL 9, 2010

LIEUTENANT

FILING PERIOD: April 12, 2010 – April 23, 2010

EXAM NO.: J2719-I

MONTHLY SALARY: \$7,438.55 - \$11,367.55

SELECTION REQUIREMENTS: TRAINING AND EXPERIENCE

Two years paid experience with the permanent rating of Sergeant in the Los Angeles County Sheriff's Department*.

***REQUIREMENT INFORMATION:** Applicants who expect to qualify must have held the payroll title of Sergeant for the required period. Applicants, who have successfully completed their probationary period and are within six months of completing the experience requirement by the last day of filing, may apply. However, their names will be withheld from the eligible list until the qualifying experience is met. (Employees may file for this exam, if they were appointed to Sergeant on or before October 23, 2008). No out of class experience will be accepted.

LICENSE: A valid California Class "C" Drivers License is required to perform job-related essential functions.

PHYSICAL CLASS: "3" – Moderate: Includes standing or walking most of the time, with bending, stooping, squatting, twisting, and reaching; includes working on irregular surfaces, occasionally lifting objects weighing over 25 pounds, and frequent lifting of 10-25 pounds.

APPLICATION INFORMATION: Applications may be filed online or in person, beginning **Monday, April 12, 2010 through Friday, April 23, 2010, between 7:30 a.m. and 4:30 p.m.**

To file online, go to Personnel Administration intranet site at <http://2-intranet-sql/Personnel/index.asp> then click on http://4-icn-lasweb/soap_exam/.

Applications filed in person should be submitted to Personnel Administration, Sworn Examinations Unit, University Centre Building, 1st Floor, 101 Centre Plaza Drive, Monterey Park, California 91754-2169.

Applications received after the closing date and time of Friday, April 23, 2010, at 4:30 p.m., will not be accepted. Facsimiles of the application will not be accepted. Applications filed at any other County location will not be accepted if they are not received at the above location by the last day of filing. For further information concerning this examination, please call the Sworn Examinations Unit at (323) 981-5800.

All applicants shall include their current mailing address and Unit of Assignment on the application.

POSITION INFORMATION: Positions allocable to this class are characterized by their responsibility for the administrative and technical supervision of subordinate law enforcement and non-sworn positions.

EXAMPLES OF DUTIES: Acts as a watch commander or assistant to the commander in a: Patrol Station; Bureau with department-wide responsibility for training, personnel administration, records and identification, or prisoner and inmate transportation; detail responsible for major and difficult law enforcement problems such as vice, narcotics, or homicide; bureau responsible for serving civil and criminal process; Custody facility for presentenced or sentenced prisoners and inmates; Radio communications center with responsibility for department-wide communications activities.

Supervises a: Detective unit specializing in criminal investigations of auto theft, robbery, burglary, etc; detective unit assigned to a patrol station; unit with a department-wide responsibility for personnel investigations, criminal identification, criminalistics laboratory work, radio communications, or information services.

Supervises operations record keeping, report writing, and the use of personnel, building facilities, and equipment.

Participates in the work of the staff as required.

Serves as section supervisor in the absence of the section head.

Represents the Sheriff's Department at community meetings, maintains favorable rapport between the Department and the surrounding communities, and assists in receiving and resolving community concerns; may act as the liaison between city management and the department.

PLEASE SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

BULLETIN NO.: 770-2817

BULLETIN TITLE: LIEUTENANT
BULLETIN POSTED: APRIL 9, 2010

EXAM NO.: J-2719-I
BULLETIN NO. 770-2817

EXAMINATION INFORMATION: This examination will consist of three (3) components: a Written Test (weighted 35%), an Appraisal of Promotability (AP) (weighted 30%) and a Structured Interview (weighted 35%).

Part I - The WRITTEN test will assess the knowledge required for performing the duties of a Lieutenant.

A portion of the written test will utilize reference material which will be provided to each candidate during the test administration.

Part II - The APPRAISAL OF PROMOTABILITY will evaluate a candidate's potential for performing the duties of a Lieutenant.

Part III - The STRUCTURED INTERVIEW will assess the knowledge, skills, and abilities necessary in performing the duties of a Lieutenant.

Only those candidates receiving a passing score on the written test component will proceed to the Appraisal of Promotability and Structured Interview components of this examination.

Candidates must achieve an overall passing score of 70% or higher in order to be placed on the Eligible List.

The following recommended areas of study are contained on a study material CD, which will be available to applicants at the time of filing.

- I. Administrative Investigations Handbook
- II. California Health and Safety Code
- III. California Peace Officers Bill of Rights
- IV. California Peace Officers Legal Source Book
- V. California Penal Code
- VI. California Vehicle Code
- VII. California Welfare and Institution Code
- VIII. Custody Division Manual
- IX. Custody Division Policy and Procedures
- X. Emergency Operating Procedures
- XI. Field Operations Directives
- XII. Manual of Policy and Procedures (Volumes 2, 3, 4 and 5)
- XIII. Station Jail Manual
- XIV. Title 15
- XV. Watch Commander Service Comment Report Handbook

It is the responsibility of each applicant to obtain the study material CD. Only Sergeants filing an application for this examination will be provided a study material CD. This CD is not to be used for future examinations as some of the material is time sensitive and may not be accurate for future examinations.

VACANCY INFORMATION: The eligible list resulting from this examination will be used to fill vacancies throughout the Los Angeles County Sheriff's Department.

ELIGIBLE LIST INFORMATION: The names of candidates receiving a passing grade in the examination will be placed on the eligible list in the order of their score group for a period of twelve (12) months from the date of promulgation.

INSTRUCTIONS FOR COMPLETING YOUR APPLICATION: The acceptance of your application will depend on whether you have clearly shown that you meet the Selection Requirements. Of particular interest will be the breadth and length of experience in the areas covered under "Selection Requirements." All information supplied by applicants is subject to verification. Applications may be rejected at any stage of the selection process.

AMERICANS WITH DISABILITIES ACT OF 1990: All positions are open to qualified men and women. The Los Angeles County Sheriff's Department will not discriminate against applicants with disabilities. During the exam process, applicants are not required to disclose nor will the Sheriff's Department request information about physical, mental, or psychological impairments. However, pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation or help in order to apply for a position may contact the ADA coordinator at (323) 526-5667; TTY (323) 260-5291, 24 hours, TTY (323) 267-6669 or the Personnel Administration, Sworn Examinations Unit at (323) 981-5800.

LOS ANGELES COUNTY CHILD SUPPORT COMPLIANCE PROGRAM: In an effort to improve compliance with court-ordered child, family, and spousal support obligations, certain employment and identification information (i.e., name, address, Social Security number and date of hire) is regularly reported to the State Directory of New Hires which may assist in locating persons who owe these obligations. Family Code Section 17512 permits under certain circumstances for additional employment and identifying information to be requested. Applicants will not be disqualified from employment based on this information.

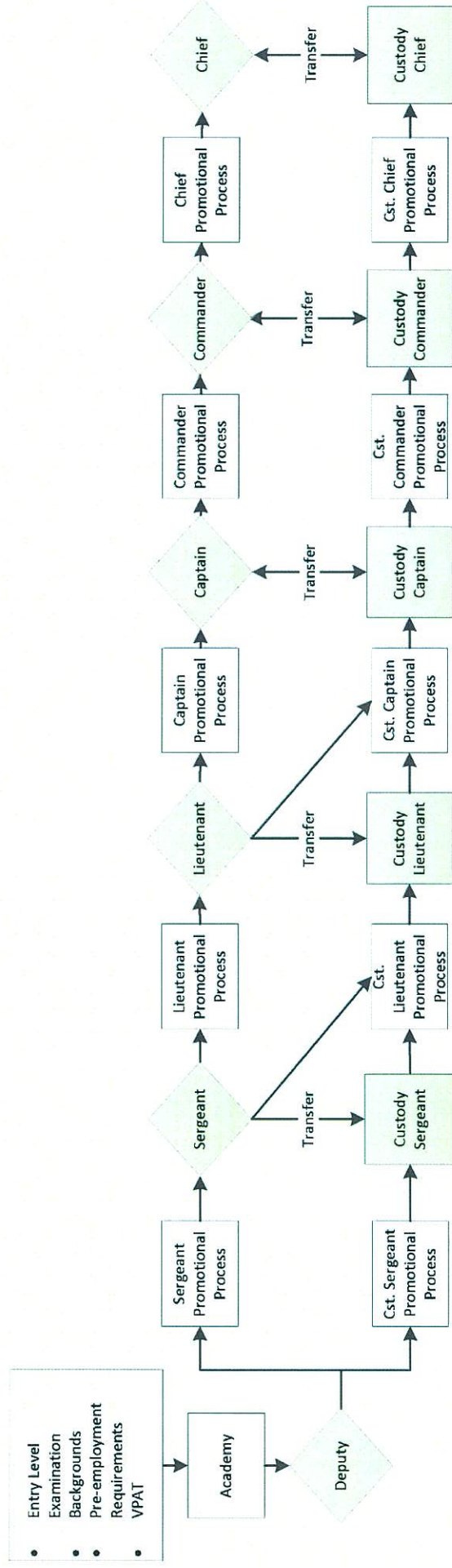
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Los Angeles County Sheriff's Department

Two-Track Career Options

Plan 1



Testing Considerations Associated with the Dual Track Career Options

Considerations for plan:

- The Department must conduct a job for any new classification created to support the new testing procedures. New classifications include:
 - Custody Sergeant
 - Patrol (Field Operations) Sergeant
 - Custody Lieutenant
 - Patrol (Field Operations) Lieutenant
 - Custody Captain
 - Patrol (Field Operations) Captain
 - Custody Commander
 - Patrol (Field Operations) Commander
- The job analysis information as well as additional validation work would also need to be completed in order to establish minimum qualifications (MQs) for promotion into each of those jobs. Proposed minimum qualifications must be supported by the job analyses and Minimum Qualification Validation process.
 - Patrol (Field Operations) Sergeant
 - Custody Lieutenant
 - Patrol (Field Operations) Lieutenant
 - Custody Captain
 - Patrol (Field Operations) Captain
 - Custody Commander
 - Patrol (Field Operations) Commander
- These actions are necessary in order for the Department to defend its requirements and tests in the event they get challenged in court.
- The Bouman Consent Decree highlights the importance of conducting the validation work mentioned above. However, we may not want to make changes to the processes that are still under the Decree (i.e. Deputy entry-level selection).

If the Department moves toward developing separate items for patrol sergeant (lieutenant) and custody sergeant (lieutenant), there are some important implications for the promotional tests as well. Currently the promotional exams consist of a mix of patrol- and custody-related questions. However, the questions are more heavily focused on those dealing with the patrol assignment. Several options for future promotional tests are outlined below:

Option 1: Develop three different job knowledge sections. Part A would focus on custody related questions, Part B would be questions based on the Manual of Policy and Procedures, and Part C would focus on patrol related questions. Custody candidates would take Part A. After a short

break, custody and patrol candidates would take Part B. At the conclusion of the test, the custody candidates will be dismissed. Patrol candidates would then take Part C. Candidates who applied to both career track paths would take Parts A, B, and C.

Option 2: Develop two different job knowledge tests, one that focuses exclusively on patrol and another that focuses exclusively on custody.

Option 3: Develop one common job knowledge test for both career tracks (Part A) and an additional section of patrol-related questions (Part B) that will only be administered to personnel who are on the patrol career track. A candidate who applies to both Sergeant tracks will have two scores, one for Part A for custody sergeant and another that is a combination of Part A and B for patrol sergeant.

Option 4: Develop one job knowledge test with different weights on different test sections. The weights would be applied differently depending on the job candidates are applying for. For example, the custody knowledge section on the test would be weighted more for candidates who apply for custody sergeant. On the other hand, the same custody knowledge section would weigh less for candidates applying for patrol sergeant. If a candidate applies for both bulletins, he/she will end up with two different written test scores, and possibly different banding status on each list.

Testing Proposed Plans and Considerations for the Two-Track Career Options

Scenario/Plan 1
<p>Deputy Selection (Custody Deputy and Patrol Deputy)</p> <ul style="list-style-type: none">• Current job family would remain <p><i>Pros:</i></p> <ul style="list-style-type: none">• This option will be less resource intensive and less costly• Will likely not cause a disruption to the Bouman Consent Decree <p><i>Cons:</i></p> <ul style="list-style-type: none">• Does not include mechanism to test for preferences for each track.
<p>Sergeant Selection (Custody Sergeant and Patrol Sergeant)</p> <ul style="list-style-type: none">• <i>Option 1</i> – Develop three different sergeant job knowledge sections. Part A would focus on custody sergeant content, Part B would be a common sergeant knowledge section, and Part C would focus on patrol sergeant content. This would allow candidates to apply to both paths if they met the minimum requirements.• <i>Option 2</i> – Construct separate custody sergeant and patrol sergeant examinations and administer them on the same day. Candidates would have the choice of exam to take and two separate Certification Lists would be generated.

Scenario/Plan 1

- *Option 3* – Construct one common exam (Part A) and a separate section of patrol-related questions (Part B) administered only for personnel who qualify for the Patrol Sergeant career track. Administer the exam on the same day for all Sergeant candidates. Two separate Certification Lists would be generated.
- *Option 4* – Construct one exam with two components that will be given more weight depending on which job they were applying for. This would allow candidates to take one exam and apply to both paths if they met the minimum requirements.
- *All options will create two separate banded Certification Lists.*

Pros:

- Option 1 will decrease exposure of test content to candidates who are not applying to the particular track.
- Option 2 will allow the Department to force the candidate to choose their path before testing. Exposure to test material will be lessened with Option 2.
- Option 3 will maintain test content more secure than Option 4 because patrol related questions will only be viewable by candidates who qualify for the patrol track.
- Options 1, 3, and 4 would likely conserve resources and cost during administration
- Options 3 and 4 would allow for the greater flexibility for the applicant. The more motivated employees or those with more job knowledge would have more opportunity to promote.

Cons:

- Option 1 would be difficult to administer and may bring up issues of fairness because the common section is the second section of the test for the custody candidates but the first for patrol candidates.
- Option 1 and 2 implementation would take up a lot of Sworn Exams resources.
- Option 3 is will be a slightly more challenging to administer than Option 2.
- Test construction and validation work would essentially double for the Test Development Unit.
- Option 4's scoring scheme is not as straight forward as current practice. This may lead to complaints from candidates.
- Candidates may see Option 4 as a waste of time because they may not be interested or qualified for both tracks.

NOTE: We can switch from one option to the other as the Department sees fit. Candidate pools may be a strong factor for choosing one over the other.

Lieutenant Selection (Custody Lt and Patrol Lt)

- *Option 1* – Develop three different lieutenant job knowledge sections. Part A would focus on custody lieutenant content, Part B would be a common lieutenant knowledge section, and Part C would focus on patrol lieutenant content. This would allow candidates to apply to both paths if they met the minimum requirements.
- *Option 2* - Construct another custody lieutenant's examination and administer it on the same day. Candidates would have the choice of exam to take and two separate lists.
- *Option 3* – Construct one common exam (Part A) and a separate section of patrol-related questions (Part B) administered only for personnel who qualify for the patrol lieutenant career track. Administer the exam on the same day for all lieutenant candidates. Two separate Certification Lists would be generated.

Scenario/Plan 1

- *Option 4* – Construct one exam with two components that will be given more weight depending on which job they were applying for. This would allow candidates to take on exam and apply to both paths if they met the minimum requirements.
- *All options will create two separate banded Certification Lists.*

Pros:

- Option 1 will decrease exposure of test content to candidates who are not applying to particular track.
- Option 2 will allow the Department to force the candidate to choose their path before testing. Exposure to test material will be lessened with Option 2.
- Option 3 will maintain test content more secure than Option 4 because patrol related questions will only be viewable by candidates who qualify for the patrol track.
- Options 3 and 4 would likely conserve resources and cost during administration
- Options 1, 3, and 4 would allow for the greater flexibility for the applicant. The more motivated employees or those with more job knowledge would have more opportunity to promote.

Cons:

- Option 1 would be difficult to administer and may bring up issues of fairness because the common section is the second section of the test for the custody candidates but the first for patrol candidates.
- Option 1 and 2 implementation would take up a lot of Sworn Exams resources.
- Option 3 is will be a slightly more challenging to administer than Option 2.
- Test construction and validation work would essentially double for the Test Development Unit.
- Option 4's scoring scheme is not as straight forward as current practice. This may lead to complaints from candidates.
- Candidates may see Option 4 as a waste of time because they may not be interested or qualified for both tracks.

NOTE: We can switch from one option to the other as the Department sees fit. Candidate pools may be a strong factor for choosing one over the other.

Captain Selection (Custody and Patrol)

- If new classifications are created, Test Development would need to:
 - conduct job analysis for the newly created classifications
 - validate the newly proposed classification and
 - validate the AP for the new classifications

Pros:

- Executing the above plan would be the Department's best guard against legal challenges

Cons:

- Would increase the workload for the Sworn Examinations Unit and the Test Development

Scenario/Plan 1

Commander Selection (Custody and Patrol)

- If new classifications are created, Test Development would need to:
 - conduct job analysis for the newly created classifications
 - validate the newly proposed classification and
 - validate the AP for the new classifications

Pros:

- Executing the above plan would be the Department's best guard against legal challenges

Cons:

- Would increase the workload for the Sworn Examinations Unit and the Test Development

Chief Selection (Custody and Patrol)

- If new classifications are created, Test Development would need to:
 - conduct job analysis for the newly created classifications
 - validate the newly proposed classification

Pros:

- Executing the above plan would be the Department's best guard against legal challenges

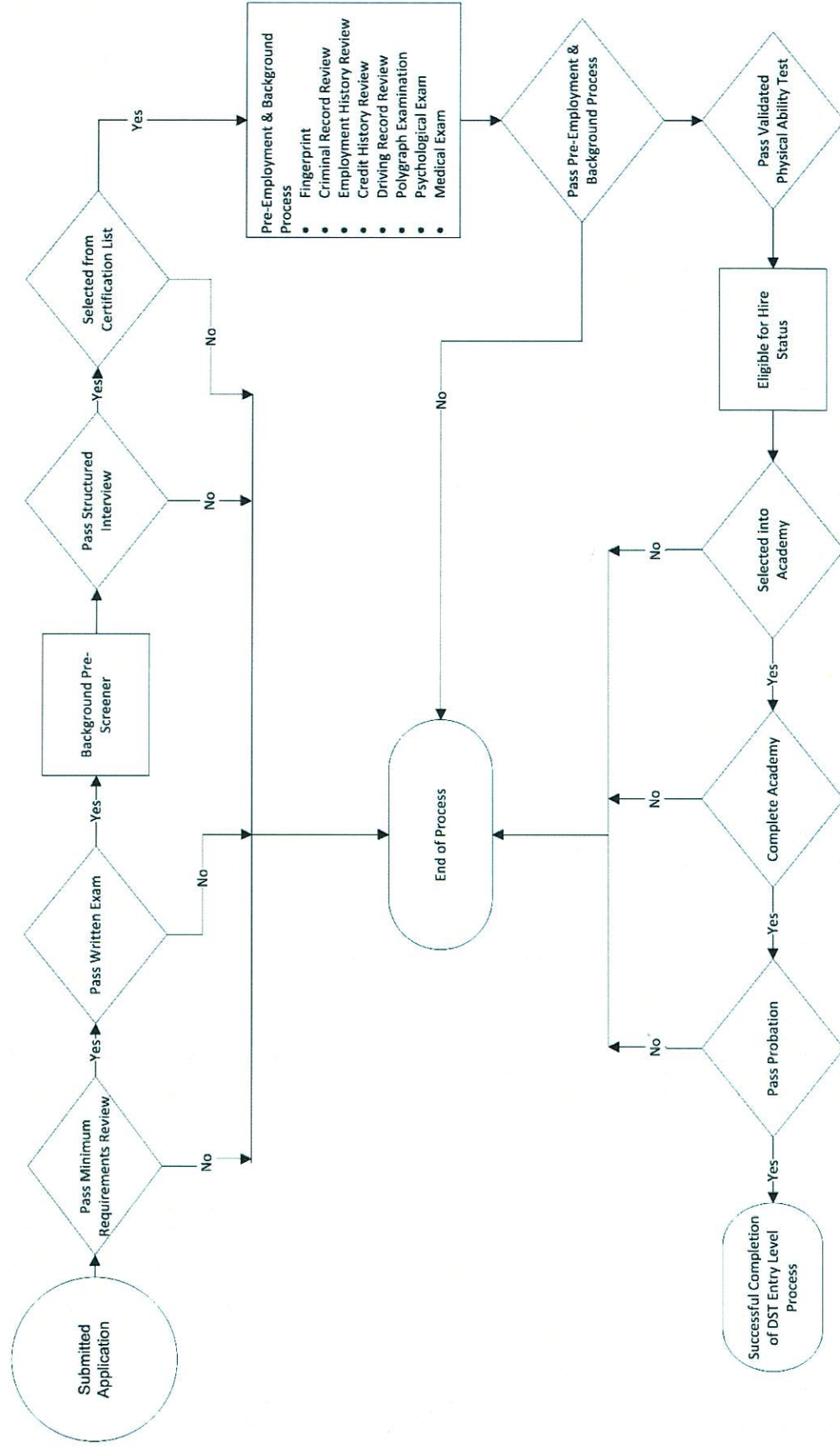
Cons:

- Would increase the workload for the Test Development

12/08/2011

Applicant Flow Process

Deputy Sheriff Trainee Entry Level Process – Plan 1



Los Angeles County Sheriff's Department Two-Track Career Plan - Testing Options

Test Administration	Test Scoring	Examination Score	Certification List
<p>Testing Option 1</p> <p>Candidate may take both paths if they have the requisite experience.</p> <p>Candidate may not take both paths and are forced to choose a path when applying to the exam. Exam will be given in two sections or rooms on the same day.</p>	<p>Custody Track – Combine Part A and B to obtain Written Test Score.</p> <p>Patrol Track - Combine Part B and C to obtain Written Test Score.</p>	<p>Custody Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p> <p>Patrol Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p>	<p>Custody Track Certification List will be created by Banding using Custody Track Examination Score</p> <p>Patrol Track Certification List will be created by Banding using Custody Track Examination Score</p>
<p>Testing Option 2</p> <p>Candidate may take both paths if they have the requisite experience.</p>	<p>Custody Track – Written Test Score will be obtained using the current procedures.</p> <p>Patrol Track -Written Test Score will be obtained using the current scoring procedures</p>	<p>Custody Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p> <p>Patrol Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p>	<p>Custody Track Certification List will be created by Banding using Custody Track Examination Score</p> <p>Patrol Track Certification List will be created by Banding using Custody Track Examination Score</p>
<p>Testing Option 3</p> <p>Candidate may take both paths if they have the requisite experience.</p>	<p>Custody Track – Part A will be used to obtain Written Test Score.</p> <p>Patrol Track - Combine Part A and B to obtain Written Test Score.</p>	<p>Custody Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p> <p>Patrol Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p>	<p>Custody Track Certification List will be created by Banding using Custody Track Examination Score</p> <p>Patrol Track Certification List will be created by Banding using Custody Track Examination Score</p>
<p>Testing Option 4</p> <p>All candidates will take the exam and they will receive a score ONLY for the track they have applied to.</p> <p>Candidate may take both paths if they have the requisite experience.</p>	<p>Custody Track – Sections that are of more relevance to Custody track will be given more weight* to obtain Custody Written Score.</p> <p>Patrol Track - Sections that are of more relevance to Patrol Track will be given more weight* to obtain Patrol Written Score.</p> <p>*Weights will be determined by job analysis and test validation process.</p>	<p>Custody Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p> <p>Patrol Track – Written Test, AP, & Structure Interview will be combined to obtain Examination Score.</p>	<p>Custody Track Certification List will be created by Banding using Custody Track Examination Score</p> <p>Patrol Track Certification List will be created by Banding using Custody Track Examination Score</p>

2007 - 2008 SALARY SCHEDULE AND LONGEVITY INCREASES
SERGEANT
2717

Effective August 1, 2008

12 Salary Level Increase (3%) General Salary Increase (No Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
Base Rate	98H	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	\$ 7,150.82	\$ 7,549.82	100H	\$ 7,970.82
3% Manpower Shortage	99J	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	101J	\$ 8,209.73
BPC	102B	\$ 6,673.64	\$ 7,045.55	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	104B	\$ 8,752.82
IPC	103C	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	105C	\$ 9,015.91
APC	104D	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	\$ 8,331.91	\$ 8,796.45	106D	\$ 9,287.00

Completion of 19 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
3% Longevity	99J	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	101J	\$ 8,209.73
3% Manpower Shortage	100K	\$ 6,447.55	\$ 6,806.73	\$ 7,185.91	\$ 7,586.91	\$ 8,009.91	102K	\$ 8,455.73
BPC	103C	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	105C	\$ 9,015.91
IPC	104D	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	\$ 8,331.91	\$ 8,796.45	106D	\$ 9,287.00
APC	105E	\$ 7,293.36	\$ 7,700.36	\$ 8,129.36	\$ 8,582.09	\$ 9,060.82	107E	\$ 9,565.55

Completion of 24 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	101C	\$ 6,511.36	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	\$ 8,089.18	103C	\$ 8,539.55
3% Manpower Shortage	102D	\$ 6,706.91	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	\$ 8,331.91	104D	\$ 8,796.45
BPC	104H	\$ 7,150.82	\$ 7,549.82	\$ 7,970.82	\$ 8,414.45	\$ 8,883.73	106H	\$ 9,379.00
IPC	105J	\$ 7,365.73	\$ 7,776.73	\$ 8,209.73	\$ 8,667.18	\$ 9,150.64	107J	\$ 9,660.09
APC	106K	\$ 7,586.91	\$ 8,009.91	\$ 8,455.73	\$ 8,927.36	\$ 9,425.00	108K	\$ 9,950.27

Completion of 29 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	102H	\$ 6,773.45	\$ 7,150.82	\$ 7,549.82	\$ 7,970.82	\$ 8,414.45	104H	\$ 8,883.73
3% Manpower Shortage	103J	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	\$ 8,209.73	\$ 8,667.18	105J	\$ 9,150.64
BPC	106B	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	108B	\$ 9,755.36
IPC	107C	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	\$ 9,015.91	\$ 9,518.27	109C	\$10,049.00
APC	108D	\$ 7,892.64	\$ 8,331.91	\$ 8,796.45	\$ 9,287.00	\$ 9,804.09	110D	\$10,351.18

2007 - 2008 SALARY SCHEDULE AND LONGEVITY INCREASES
LIEUTENANT
2719

Effective August 1, 2008

12 Salary Level Increases (3%) General Salary Increase (No Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
Base Rate	105A	\$ 7,221.00	\$ 7,624.00	\$ 8,049.00	\$ 8,497.00	\$ 8,971.00	107A	\$ 9,471.00
3% Manpower Shortage	106B	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	108B	\$ 9,755.36
BPC	108F	\$ 7,931.73	\$ 8,373.18	\$ 8,840.09	\$ 9,333.00	\$ 9,852.82	110F	\$10,402.64
IPC	109G	\$ 8,169.55	\$ 8,624.64	\$ 9,105.73	\$ 9,612.82	\$10,149.00	111G	\$10,715.18
APC	110H	\$ 8,414.45	\$ 8,883.73	\$ 9,379.00	\$ 9,901.55	\$10,454.09	112H	\$11,036.64

Completion of 19 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
3% Longevity	106B	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	108B	\$ 9,755.36
3% Manpower Shortage	107C	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	\$ 9,015.91	\$ 9,518.27	109C	\$10,049.00
BPC	109G	\$ 8,169.55	\$ 8,624.64	\$ 9,105.73	\$ 9,612.82	\$10,149.00	111G	\$10,715.18
IPC	110H	\$ 8,414.45	\$ 8,883.73	\$ 9,379.00	\$ 9,901.55	\$10,454.09	112H	\$11,036.64
APC	111J	\$ 8,667.18	\$ 9,150.64	\$ 9,660.09	\$10,199.00	\$10,767.91	113J	\$11,367.55

Completion of 24 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	107G	\$ 7,738.55	\$ 8,169.55	\$ 8,624.64	\$ 9,105.73	\$ 9,612.82	109G	\$10,149.00
3% Manpower Shortage	108H	\$ 7,970.82	\$ 8,414.45	\$ 8,883.73	\$ 9,379.00	\$ 9,901.55	110H	\$10,454.09
BPC	111A	\$ 8,497.00	\$ 8,971.00	\$ 9,471.00	\$ 9,999.00	\$10,557.00	113A	\$11,145.00
IPC	112B	\$ 8,752.82	\$ 9,241.00	\$ 9,755.36	\$10,299.73	\$10,874.09	114B	\$11,479.64
APC	113C	\$ 9,015.91	\$ 9,518.27	\$10,049.00	\$10,609.73	\$11,200.64	115C	\$11,824.73

Completion of 29 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	109A	\$ 8,049.00	\$ 8,497.00	\$ 8,971.00	\$ 9,471.00	\$ 9,999.00	111A	\$10,557.00
3% Manpower Shortage	110B	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	\$ 9,755.36	\$10,299.73	112B	\$10,874.09
BPC	112F	\$ 8,840.09	\$ 9,333.00	\$ 9,852.82	\$10,402.64	\$10,982.45	114F	\$11,594.18
IPC	113G	\$ 9,105.73	\$ 9,612.82	\$10,149.00	\$10,715.18	\$11,311.91	115G	\$11,942.18
APC	114H	\$ 9,379.00	\$ 9,901.55	\$10,454.09	\$11,036.64	\$11,651.45	116H	\$12,300.27

PERSONNEL ADMINISTRATION

STATION REGION AVERAGE TO PATROL 2006 - 2010

FIELD OPERATIONS REGION I

	ALTADENA	CRESCENTA VALLEY	EAST LOS ANGELES	LANCASTER	MALIBU LOST HILLS	PALMDALE	SANTA CLARITA	TEMPLE	REGION 1 AVERAGE
01/2006	6Yrs / 1Mo	3Yrs / 3Mos	6Yrs / 3Mos	4Yrs / 8Mos	2Yrs / 9Mos	2Yrs / 3Mos	4Yrs / 3Mos	4Yrs / 3Mos	4.3
01/2007	8Yrs / 3Mos	2Yrs / 6Mos	7Yrs / 6Mos	9Mos	3Yrs / 2Mos	7Mos	2Yrs / 6Mos	6Yrs / 0Mos	3.3
01/2008	7Yrs / 7Mos	7Yrs / 7Mos	4Yrs / 5Mos	3Yrs / 2Mos	2Yrs / 3Mos	1Yrs / 9Mos	3Yrs / 5Mos	4Yrs / 4Mos	4.2
01/2009	5Yrs / 5Mos	7Yrs / 9Mos	5Yrs / 6Mos	5Yrs / 6Mos	5Yrs / 1Mo	5Yrs / 8Mos	6Yrs / 1Mo	8Yrs / 9Mos	6.2
01/2010	6Yrs / 0Mos	9Yrs / 6Mos	5Yrs / 2Mos	3Yrs / 1Mo	3Yrs / 7Mos	3Yrs / 1Mo	9Yrs / 8Mos	4Yrs / 6Mos	5.6

FIELD OPERATIONS REGION II

	CARSON	CENTURY	COMPTON	LENNOX	LOMITA	MARINA DEL REY	WEST HOLLYWOOD	REGION 2 AVERAGE
01/2006	6Yrs / 4Mos	5Yrs / 7Mos	6Yrs / 6Mos	5Yrs / 10Mos	3Yrs / 3Mos	6Yrs / 0Mos	6Yrs / 8Mos	5.8
01/2007	5Yrs / 5Mos	4Yrs / 0Mos	5Yrs / 0Mos	5Yrs / 3Mos	1Yrs / 5Mos	3Yrs / 8Mos	7Yrs / 0Mos	5.1
01/2008	6Yrs / 7Mos	2Yrs / 8Mos	3Yrs / 2Mos	3Yrs / 7Mos	4Yrs / 3Mos	6Yrs / 5Mos	7Yrs / 3Mos	5.0
01/2009	7Yrs / 8Mos	10Yrs / 0Mos	7Yrs / 9Mos	6Yrs / 5Mos	5Yrs / 6Mos	10Yrs / 0Mos	11Yrs / 4Mos	8.6
01/2010	4Yrs / 9Mos	4Yrs / 5Mos	4Yrs / 9Mos	4Yrs / 2Mos	10Yrs / 8Mos	5Yrs / 6Mos	14Yrs / 1Mo	7.2

FIELD OPERATIONS REGION III

	CERRITOS	INDUSTRY	LAKEWOOD	NORWALK	PICO RIVERA	SAN DIMAS	WALNUT	TRANSIT SERVICES BUREAU	REGION 3 AVERAGE
01/2006	6Yrs / 6Mos	7Yrs / 5Mos	4Yrs / 10Mos	6Yrs / 2Mos	6Yrs / 6Mos	7Yrs / 1Mo	6Yrs / 8Mos	3Yrs / 3Mos	6.4
01/2007	7Yrs / 7Mos	7Yrs / 9Mos	2Yrs / 0Mos	6Yrs / 6Mos	7Yrs / 5Mos	11Yrs / 5Mo	12Yrs / 7Mos	1Yrs / 4Mos	8.0
01/2008	7Yrs / 4Mos	8Yrs / 6Mos	2Yrs / 3Mos	3Yrs / 8Mos	8Yrs / 7Mos	8Yrs / 7Mos	8Yrs / 11Mos	1Yrs / 4Mos	6.8
01/2009	8Yrs / 8Mos	11Yrs / 8Mos	4Yrs / 0Mos	8Yrs / 9Mos	11Yrs / 1 Mo	12Yrs / 0Mos	11Yrs / 2Mos	8Yrs / 9Mos	9.7
01/2010	9Yrs / 7Mos	11Yrs / 1Mos	4Yrs / 1Mos	6Yrs / 6Mos	8Yrs / 7Mos	12Yrs / 2Mos	9Yrs / 1Mos	11Yrs / 7Mos	8.8

SUPERVISORY/SUBORDINATE SPECIAL PAY BONUS

DIVISION	UNIT OF ASSIGNMENT	SUPERVISOR SALARY SERGEANT	SUBORDINATE SALARY BONUS I - II	ADDITIONAL BONUS AMOUNT
Detective	Commercial Crimes	\$9,565.55	\$9,950.27	\$385.72
Detective	Commercial Crimes	\$9,828.45	\$9,950.27	\$122.82
Detective	Commercial Crimes	\$9,015.91	\$9,950.27	\$935.36
Detective	Major Crimes	\$9,425.00	\$9,950.27	\$526.27
Detective	Major Crimes	\$9,565.55	\$10,351.18	\$786.63
Detective	Major Crimes	\$8,582.09	\$9,565.55	\$984.46
Detective	Narcotics	\$9,950.27	\$10,351.18	\$401.91
FOR I	Lancaster Station	\$9,565.55	\$10,199.00	\$634.45
FOR I	Altadena Station	\$9,060.82	\$9,612.82	\$553.00
FOR III	Industry Station	\$9,565.55	\$9,804.09	\$239.54
Homeland Security	SEB	\$9,828.45	10,351.18	\$523.73